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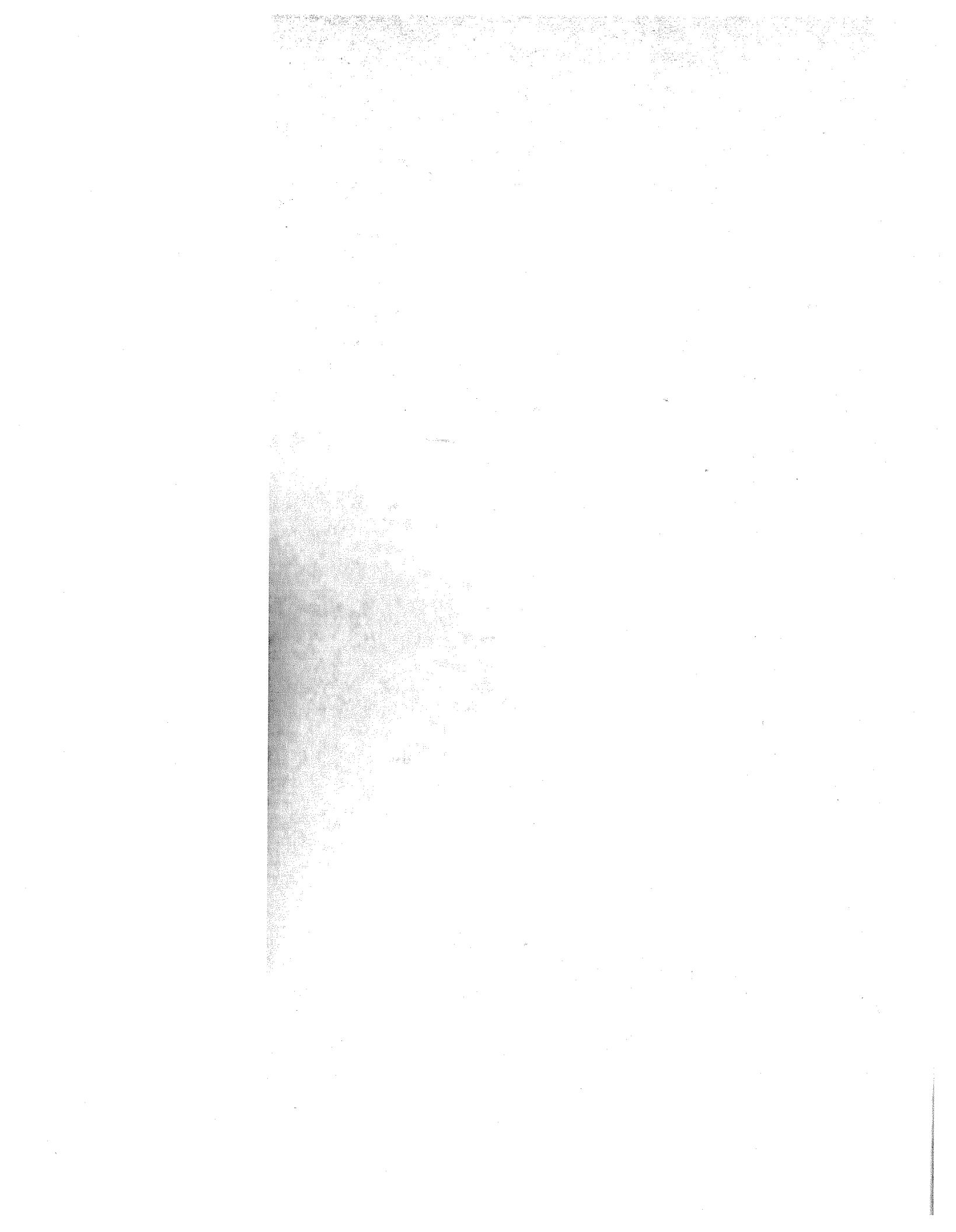
# A G R E E M E N T

BETWEEN THE  
PEQUANNOCK TOWNSHIP  
BOARD OF EDUCATION  
AND THE  
PEQUANNOCK TOWNSHIP  
EDUCATION ASSOCIATION

*Morris County*  
THIS BOOK DOES  
NOT CIRCULATE

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**THIS AGREEMENT  
MADE AND ENTERED INTO ON THIS  
3RD DAY OF JUNE, 1974**

**BY AND BETWEEN THE**

**BOARD OF EDUCATION OF THE  
TOWNSHIP OF PEQUANNOCK,  
NEW JERSEY,  
HEREINAFTER REFERRED TO  
AS THE "BOARD"**

**AND THE**

**PEQUANNOCK TOWNSHIP EDUCATION  
ASSOCIATION, INCORPORATED,  
HEREINAFTER REFERRED TO  
AS THE "ASSOCIATION"**

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ARTICLE I  
DURATION OF AGREEMENT

Dated June 3, 1974

*This Agreement shall be effective as of July 1, 1974 and shall continue in effect until June 30, 1976, subject to the Association's right to negotiate over a successor agreement. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated. Any extension shall be mutually agreed upon in writing by the parties of the Agreement, and unless such extensions are agreed upon this contract shall expire on the date indicated herein.*

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.

PEQUANNOCK TOWNSHIP  
EDUCATION ASSOCIATION

PEQUANNOCK TOWNSHIP  
BOARD OF EDUCATION

Charles P. Bresnahan

By  
Its President

Stanley Paulsen

By  
Its President

Patricia C. Budnik

By  
Its Secretary

Earl R. Winkler

By  
Its Secretary

ARTICLE II  
NEGOTIATION OF SUCCESSOR  
AGREEMENT

*The Board and the Association agree to begin negotiations over a successor Agreement no later than October 1, 1975.*

*The Board and the Association agree to negotiate no later than October 1st, 1974.*

*Schedule A - Teachers Salary Guide*

ARTICLE III  
RECOGNITION STATEMENT

*Pursuant to Chapter 303, Laws of the State of New Jersey, known as the Employer - Employee Relations Act of 1968, the Board hereby recognizes the Pequannock Township Education Association as the majority representative with all the exclusive rights granted by the laws of the State of New Jersey, for purposes of collective negotiations concerning the terms and conditions of employment for all certificated personnel under full-time contract with the Board including*

<i>Teachers</i>	<i>•</i>	<i>Special Service Teachers</i>
<i>Librarians</i>	<i>•</i>	<i>Head Teachers</i>
<i>Nurses</i>	<i>•</i>	<i>Teaching Assistants to the Principal</i>
<i>Guidance</i>		

*but excluding the Superintendent*

*Assistant Superintendent*

*Principals*

*Vice Principals*

*Director of Guidance*

*Coordinators*



*Article III - continued*

*Department Chairmen  
Supervisor of Secondary  
Education  
Psychologists*

*Unless otherwise indicated, the term 'teacher', when used hereinafter in the Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.*

**ARTICLE IV  
GRIEVANCE PROCEDURE**

**A. DEFINITION**

*A 'Grievance' shall mean an appeal by a member of the negotiating unit as defined in Article 1, concerning the application, interpretation or violation of policies, this agreement, or administrative decisions affecting him, except, that the term 'Grievance' and the procedure relative thereto, shall not be deemed applicable in the following instance:*

*A complaint by any certificated personnel occasioned by appointment to, retention in or lack of retention in any position for which tenure is either not possible or not required.*

*Article IV - continued*

**B. DECLARATION OF PURPOSE**

*It is the purpose of this procedure to secure, at the lowest possible administrative level, equitable solutions to grievances of teachers through procedures under which they may present grievances free from coercion, interference, restraint, discrimination or reprisal.*

*The Association recognizes that the Board has the responsibility and authority to manage and direct in behalf of the public all the operations and activities of the school district to the full extent authorized by law. The exercise of these powers, rights, authority, duties, and responsibilities by the Board and the adoption of such rules, regulations and policies as it may deem necessary, shall be limited only by the specific and expressed terms of this agreement.*

**C. PROCEDURE**

- 1. A grievance to be considered under this procedure must be initiated by the employee within 30 school days of the occurrence of the instance. If the grievance is not filed within this time limit, the grievance shall be waived.*

*Article IV - continued*

2. *In all stages of this procedure an employee affected by this agreement may:*
  - a. *act on his own behalf.*
  - b. *be represented by representatives of his own choosing.*
  
3. a. *Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee 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 a waiver of further appeal of the decision.*
  - b. *It is understood that employees 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 fully determined.*
  - c. *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 at any later level, be notified by the Superintendent that the grievance is in existence and shall be notified of the results.*

*Article IV - continued*

4. *In the event a grievance is filed at such time that it cannot be processed through all the steps of this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year, could result in irreparable harm to the grievant the time limits set forth herein shall be reduced to calendar days so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.*
5. *All meetings and hearings under this procedure shall not be conducted in public and shall include only the grievant and the Board and/or their designated or selected representatives.*

**LEVEL 1**

- A. *Any employee 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.*

*Article IV - continued*

*B. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within 5 school days, he shall set forth his grievance in writing to the Principal specifying:*

- 1. the nature of the grievance,*
- 2. the results of previous discussions,*
- 3. the basis of his dissatisfaction with the determination,*
- 4. relief sought.*

*The Principal shall communicate his decision in writing to the employee within 3 school days of receipt of the grievance.*

**LEVEL II**

*A. The employee, no later than 5 school days after receipt of the Principal's decision, may appeal the Principal's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing reciting the matter submitted to the Principal as specified above and his or her dissatisfaction with decisions previously rendered. The Superintendent shall meet with the concerned parties, and shall attempt to resolve the matter as quickly as possible but within a period not to exceed 10 school days. The*

*Article IV - continued*

*Superintendent shall communicate his decision in writing to the employee and the Principal. Beyond Level II a grievance will not be processed if it applies to:*

- 1. Any matter for which a specific method of review is prescribed and which is directly applicable to grievance in point and expressly set forth by law or any specific rule or regulation of of the State Commissioner of Education.*
  - 2. A complaint of a non-tenure teacher which arises by reason of his not being re-employed.*
- B.1. The Superintendent will, however, review with the non-tenure teacher the reasons for his/her not being re-employed. At this conference the teacher shall be entitled to representation of his choice. Said conference shall be held no later than 5 days after notification of employment termination.*
- 2. The Board of Education will affirm or deny the decision of the Superintendent.*

**LEVEL III**

- A. If the grievance is not resolved to*

*Article IV · continued*

*the employee's satisfaction, no later than 5 school days after receipt of the Superintendent's decision, he 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.*

- B. The Board, or a committee thereof, shall review the grievance, hold a hearing with the employee if requested, and render a decision in writing within 15 calendar days after the holding of the hearing. If a hearing is not requested, the Board shall render a decision within 15 calendar days of the receipt of the appeal. Both parties may mutually agree to waive the grievance to arbitration.*

**LEVEL IV**

- A. Beyond Level III a grievance shall mean an appeal by a member of the negotiating unit as defined in Article I processed through Level III according to this agreement or an appeal by the Board concerning the application, interpretation or violation of this agreement. Exceptions noted previously in this grievance procedure are excluded from Level IV.*

*Article IV - continued*

- B. In the event the Association or the Board is not satisfied with the statement of the other with respect to a grievance so defined in Paragraph A, Level IV, it may within thirty (30) days after receiving the statement, refer the grievance to arbitration by requesting that an Office of the American Arbitration Association propose the names of seven (7) arbitrators. A copy of such request shall be forwarded to the Superintendent of Schools or the President of the Association.*
- C. Upon receipt of the names of the proposed arbitrators, a designee of the Superintendent and of the Association shall strike names from the list until one ultimately is designated as the arbitrator.*
- D. The arbitrator's decision will be in writing and will set forth his findings, reasonings and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be advisory only and not binding on either party. The arbitrator shall have no power to alter, add to or detract from the provisions of this Agreement.*



*Article IV - continued*

- E. The cost for the services of the arbitrator will be borne equally by the School Board and the Association.*
- F. The election to submit a grievance to arbitration shall automatically be a waiver of all other remedies or forums which otherwise could be available.*

**ARTICLE V  
TEACHER RIGHTS**

- A. The private and personal life of any teacher is not within the appropriate concern or attention of the Board, except insofar as it affects his teaching and his relations with students.*
- B. Pursuant to Chapter 303, Public Laws 1968, public employees included in the negotiating unit have, and shall be protected in the exercise of, the right, freely and without fear of penalty or reprisal, to form, join, and assist any employee organization or refrain from any such activity. As a duly selected body exercising governmental powers under cover of 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 teacher in the enjoyment of any rights conferred by Chapter 303, Public Laws 1968, or other laws of New Jersey, or the Constitution of New Jersey and the United States.*

*Article V - continued*

- C. Whenever any teacher is required to appear before the Board or committee or member thereof concerning any matter which could adversely affect the continuation of that teacher, in his office, position, or employment or the salary or any increments pertaining to, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a person of his own choosing to advise and represent him during such meeting or interview.*
- D. The teacher shall maintain the exclusive right and responsibility to determine grades within the grading policy of the Pequannock Township School District based upon his professional judgment of available criteria pertinent to any given subject area or activity for which he is responsible. No grade shall be changed without prior knowledge of the teacher. Principal making the change will give reasons for change and assume all responsibility therefore.*
- E. No teacher shall be prevented from wearing an official pin or insignia identifying membership in the Association or its affiliates. No teacher, during the discharge of her responsibilities as a teacher, shall wear anything which can be construed as campaign material reflecting issues relating to the Pequannock Township Board of Education or to the Administration of its schools.*

*Article V - continued*

- F. All employment contracts for teachers shall contain a clause specifying that a written sixty (60) day notice shall be given by either party for the termination of employment.*

ARTICLE VI

ASSOCIATION RIGHTS & PRIVILEGES

- A. Representatives of the Association, the New Jersey Education Association, the Morris County Council of Education Associations, and National Education Association shall be permitted to transact official business on school property at all reasonable times provided that this shall not interfere with or interrupt normal school operations and that the administration has been duly notified and approval has been secured.*
- B. The Association and its representatives shall have use of the school buildings at reasonable times. However, the request for such use must be submitted to the building principal 24 hours in advance of this time, so that the building principal will have ample time to honor the request. The building principal will make every effort in good faith to accomodate the Association's request for meetings in an emergency.*
- C. The Association shall have in each school building the exclusive use of a bulletin board in each faculty lounge.*

*Article VI - continued*

*Copies of all materials to be posted on such bulletin board shall be shown to the building principal. It is expected that teachers will exercise good professional judgment in the selection of materials to be posted.*

- D. The Association agrees that Association officers and committees will not perform Association business during the school day exclusive of lunch time and other granted released time.*
- E. The Association agrees that posters or announcements pertaining to Association affairs will not be posted on bulletin boards in any area accessible to the public or the students unless such have first been approved by the principal.*
- F. The Board agrees to make available to the Association, in response to reasonable requests from time to time that information which is in the public domain, and other materials and information deemed necessary and feasible by the Superintendent for the construction of sound proposals and practices.*
- G. State and national representatives will first report to the principal and secure permission before visiting the school or meeting with individual teachers during normal school hours.*

*Article VI - continued*

- H. The Association shall have the right to use the inter-school mail facilities and school mail boxes to distribute information to its members as it deems necessary and without the approval of the building principals or other members of the administration.*
- I. An Association Representative may request speaking time at the conclusion of a regular building faculty meeting when the principal's agenda has been completed.*

**ARTICLE VII  
SCHOOL CALENDAR**

- A. The Superintendent of Schools shall draw up a school calendar to recommend to the Board of Education after consultation with the Association.*
- B. Teacher attendance shall not be required whenever student attendance is not required due to inclement weather or in a specific building when conditions in that particular building cause early dismissal for the pupils assigned to that building except in an extreme emergency as determined by the Superintendent of Schools.*

ARTICLE VIII  
TEACHING HOURS AND TEACHING LOAD

- A. *Teachers shall indicate their presence for duty by placing their initials in the appropriate column of the faculty 'sign-in' roster.*
- B. *Teachers in the high school shall have a daily duty-free lunch period. Teachers in the elementary schools will be assured a duty-free lunch period as provided by the Rules and Regulations of the State Department of Education, Section No. 28, paragraph 2.*
- C. *Teachers may leave the building without requesting permission during their scheduled duty-free lunch period if they sign in and out.*
- D. *At the beginning of each school year the Principal in each building will reserve a day for faculty meetings, and this day will not be deviated from except in case of emergency as determined by the Principal.*
- E. *Unless required by emergency or necessity, faculty meetings shall not be called on Fridays or on any day immediately preceding any holiday.*

ARTICLE IX  
CLASS SIZE

- A. *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 effort to keep class sizes 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 interest of the district as being administratively feasible and educationally sound. The Board recognizes the class size recommendations of the State Department of Education and takes them into consideration in their planning. However, this will not hinder the flexibility of the School District in establishing class size involving team teaching, large group instruction and other educational innovations.*

ARTICLE X  
LENGTH OF SCHOOL DAY

- A. *Teachers shall report to their assigned buildings and be available for duty no later than 15 minutes before the first bell admitting students to school. The length of time between teacher reporting and the start of formal supervision shall generally not exceed 25 minutes except when the exclusions noted below apply. Teachers shall remain at their assigned building at least 15 minutes after the bell sounds dismissing students*

*Article X - continued*

*from school. Teachers are expected to be available as needed beyond the 15 minutes for meetings with students, parents and their administrators. Teachers are also expected to be available for conferences with their building principal either before or after the above set time. All teachers shall attend meetings called by the administration as a regular part of their teaching duties unless otherwise excused by administration.*

ARTICLE XI

NON TEACHING DUTIES

- A. *Any mileage incurred by a teacher using his own personal auto in performance of official school business and approved by the Superintendent (in advance) shall be paid at the rate of twelve cents (\$.12) per mile of such travel.*

ARTICLE XII

TEACHER EMPLOYMENT

- A. *Each presently employed teacher shall be placed on his proper step of his salary schedule as of the beginning of the 1974-75 school year. Nothing in this clause can be construed to mean that the Board has waived either the right to grant an extra increment or to withhold an increment.*



*Article XII - continued*

- B. Within one calendar week prior to issuance of contracts, except as provided by law, teachers not being re-employed in the district shall be so notified.*
- C. As a matter of professional courtesy, all teachers will notify the Board of their intent within fifteen (15) calendar days after receiving their notification of their contract and salary status.*
- D. Teachers serving a major fraction of a school year will be placed on the next step of the salary guide for the next school year subject to the Board's right to withhold an increment.*

**ARTICLE XIII**

**TEACHER ASSIGNMENT**

- A. Assignment is defined as the specific grade level or combination of subjects, levels and other duties to be performed by a teacher. Teachers will be given notice of assignment as soon as firm scheduling permits, and no later than the final day of the school year except in unusual circumstances as determined by the Superintendent.*
- B. All teachers shall be given notification of their salary schedules, tentative class or subject assignment, building assignment and room assignment for the forthcoming year as soon as firm scheduling permits,*

*Article XIII - continued*

*and no later than the final day of the school year except in unusual circumstances as determined by the Superintendent. In the event of a change in assignment the teacher will be notified in writing of such change as soon as possible to allow the teacher to prepare for the assignment.*

*C. Assignment shall be made at the discretion of the administration and within the area of teacher competency, teaching certificate or their major or minor field of study.*

*D. Schedules of teachers who are assigned to more than one school shall be arranged so that no such teacher shall be required to engage in an unreasonable amount of interschool travel. Such teachers shall be notified of any changes in their schedule as soon as practicable.*

**ARTICLE XIV**

**TRANSFERS AND REASSIGNMENTS**

**A. A transfer is defined:**

- 1. A change from one building to another.*
- 2. Teachers who desire a change in grade level and/or subject assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent before March 15.*

*Article XIV - continued*

*Such statement shall include the grade level 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. Such requests may be acted upon without further consultation with the teacher.*

- 3. The Superintendent, or his designated representative will give consideration to the preference requested but may approve or deny transfer.*

**B. Reassignment:**

*The parties recognize that in order to meet the staffing needs of the District it is often necessary to reassign a teacher involuntarily. Such reassignment shall first be discussed with the teacher involved before final determination is made by the Superintendent.*

**ARTICLE XV  
PROMOTIONS**

- A. Promotion is the movement of a teacher to an administrative or supervisory position or to a position with a salary differential. The Board will consider all qualified applicants from within or outside of the District. The Board's failure to promote any teacher shall not be subject to the grievance procedure.*
- B. A teacher may apply for any vacant administrative or supervisory position at any time. Such application shall be in writing, addressed to the Superintendent of Schools. Applications will be considered should such vacancy occur either during the school year or during the summer.*

*Article XV - continued*

- C. *In filling promotional vacancies to administrative or supervisory positions, the Board shall consider the professional qualifications background, attainments and other relevant factors, including service in the school district, of all applicants from within the school district, as well as applicants outside the school district. The parties recognize, however, that the filling of vacancies at the supervisory and administrative levels and the filling of newly created supervisory and administrative positions is a prerogative of the Board and the decision of the Board with respect to such matters shall be final.*

**ARTICLE XVI**

**TEACHER EVALUATION**

- A. *The present practices of the Administration in carrying out the policy of the Board in reference to the evaluation of teachers shall continue, and shall not be changed without prior notification to the Association.*
- B. *Teachers shall be evaluated only by the persons certified by the New Jersey State Board of Examiners to supervise instruction.*
- C. *The Evaluation Procedure shall be uniform in all schools.*

*Article XVI- continued*

- D. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. Closed-circuit television, public address or audio systems, and similar devices shall be used only with the full knowledge of the teacher. There shall be no monitoring of the lounges and workrooms.*
- E The teacher shall be given a copy of the Classroom Observation form.*
- F. An evaluative conference shall be held with each non-tenure teacher at least twice each school year by the building principal, vice-principal, supervisor of secondary education, coordinator or department chairperson. The first of these conferences shall occur no later than December 1; the second, no later than March 1.*
- G. An evaluative conference shall be held with tenure teachers at least once each school year by the building principal, vice-principal, supervisor of secondary education, coordinator or department chairperson.*
- H. At such conference the teacher shall be prepared to discuss with his building principal, vice-principal, supervisor of secondary education, coordinator or*

*Article XVI continued*

*department chairperson, his strengths and weaknesses, and means by which strengths can be continued and weaknesses improved.*

- I. The teacher shall initial the observer's copy of the Classroom Observation form to indicate she has seen it.*
- J. The teacher shall have the right to supply the observer with a written reply to the observation.*
- K. Evaluators will be encouraged to place in the file information of a positive nature indicating special competencies, performances, or contributions of an academic, professional, or civic nature. All positive material received from and signed by responsible sources concerning a teacher's conduct, service, or character may be placed in the teacher's file. Every effort will be made to provide the teacher with a copy of all positive communications in regard to his/her work.*
- L. All information related to a teacher's evaluation shall be considered as privileged information and be treated confidentially.*
- M. Any question or criticism by supervisors, administrators, and Board members of a teacher and his instructional methodology*

*Article XVI - continued*

*shall be made in confidence and not in the presence of students, parents, or other teachers.*

- N. *Any question or criticism by a teacher of supervisors, administrators and Board members shall be made in confidence and not in the presence of students, parents, or other teachers.*

ARTICLE XVII

TEACHER FACILITIES

- A. *Each school will have the following facilities:*

1. a. *Space in each classroom in which teachers may store instructional materials and supplies.*  
b. *Space in each building in which auxiliary teachers may store instructional material and supplies.*
2. *A room to be used as a faculty lounge. To the extent possible without cost for construction or renovation of existing facilities, excluding minor alterations such as shelving and removal of doors and the like, said lounge will be in addition to the aforementioned teacher work area.*

*Article XVII - continued*

3. *A rest room for teachers.*

4. *To the extent feasible and provided no substantial investment is necessary, off-street paved parking facilities shall be provided for teacher use.*

B. *Teachers shall cooperate in good house-keeping practices in the above facilities at all times.*

XVIII

INSURANCE PROTECTION

A. *The Board agrees to provide and pay for individual or family coverage as described in the New Jersey Public and School Employees Health Benefits Program. This program consists of New Jersey Blue Cross Plan, New Jersey Blue Shield Plan, Rider J and Major Medical coverage. This coverage will be provided for members of the negotiating unit as defined in Article 1.*

B. *The Board reserves the right to transfer the health insurance coverage to other companies, but agrees that if this is done the coverage shall be equal to or better than that presently existing. No change shall be made without prior discussion with the Association. The insurance carrier will provide teachers with detailed information of the insurance plan.*



*Article XVIII – continued*

- C. No insurance payments shall be made for an employee after effective date of his resignation.*

**ARTICLE XIX**

**TEMPORARY LEAVE OF ABSENCE**

- A. As of the beginning of the 1974-75 school year, teachers shall be entitled to non-accumulative leave of absence with full pay for the following reasons up to a maximum aggregate of five (5) days in any contract year:*
- 1. Marriage of employee or a member of immediate family.*
  - 2. Graduation exercises of the employee, his/her husband/wife or children.*
  - 3. Required appearance in court, house closing or appearance required by local, county, state or national government.*
  - 4. Past practices of the Board of Education relative to requests for leave time concerning religious holidays and ceremonies will remain unchanged.*
- B*
- 5. As may be required to meet the beginning or ending dates of Institutes approved by the Board of Education.*

*Article XIX – continued*

6. *Attendance of Association representatives at conferences and conventions of state and national organizations. (The combined total for all Association representatives shall not exceed four (4) man days.)*
7. *Teachers shall be granted not more than 1 day of the 5 days herein provided for temporary leave without specifying the reason if they deem it to be of a personal nature. If, on any one day, requests for a temporary leave day of a personal nature exceed ten (10) percent in a building, or in the case of buildings in which there are fewer than twenty teachers these requests exceed two (2) teachers, the Superintendent may deny or postpone requests beyond the above limitations.*
8. *Teachers shall be granted not more than 3 days of the 5 days herein provided for serious illness of husband, wife, children, father and mother. This also applies to any other direct relative residing in the same household.*
9. *In addition to the five (5) days provided in this Article, a teacher shall be granted one (1) professional day in any contract year to visit another school for observation of a teaching assignment related to his own. To be granted, this professional day must be determined to be valuable to the Pequannock*

*Article XIX - continued*

*Township School System by the Superintendent. A teacher granted this professional day will report through the Building Principal to the Superintendent in writing on the outcome of the visitation and stress the benefits of the trip to the Pequannock Township Public Schools.*

*The Superintendent may grant this professional day at his discretion when other circumstances promise benefit to the District.*

- 10. All leaves of absence referred to in Section 'A' above are to be approved by the Superintendent of Schools and are subject to the following conditions:*
  - a. At least twenty-four (24) hours notice shall be given in writing in requesting a personal day through the building principal to the Superintendent of Schools. Lacking such notice, the absence will be considered unauthorized and teacher's pay will be deducted at a daily rate of 1/200 of the annual salary. The Superintendent of Schools at his discretion, may waive such salary deduction in cases of extreme emergency.*

*Article XIX -- continued*

- b. Personal days shall not generally be granted the day immediately preceding or following a holiday or vacation or during the final week of the school session, except for court appearances.*
- c. The Superintendent of Schools, in the best educational interest of the school district, is empowered to grant or to deny any requests for the above days.*
- B. In addition to the five (5) days provided in Temporary Leave of Absence Article XIX paragraph 'A', teachers shall be granted up to five (5) days leave of absence with full pay for each death of husband, wife or children.*
- C. In addition to the five (5) days provided in Temporary Leave of Absence Article XIX paragraph 'A', teachers shall be granted up to three (3) days leave of absence with full pay for each death of mother, father or brothers and sisters, mother-in-law and father-in-law. One day will be granted for other directly-related relatives. The Superintendent, at his discretion, may grant up to two (2) additional days leave for the death of a parent when, in his judgment, travel or other unusual circumstances mandate more days than the prescribed leave allows.*

*Article XIX - continued*

- D. A regularly appointed teacher who is required to undergo military field training or to attend service school during any school year shall be granted leave of absence in accordance with state law.*
- E. Temporary leaves of absence shall be in addition to any sick leave to which the teacher is entitled.*

ARTICLE XX

EXTENDED LEAVES OF ABSENCE

- A. Military leave without pay shall be granted to any teacher who is inducted or enlists in any branch of the armed forces of the United States for the period of said induction.*
- B. Maternity Leave:*
  - 1. The Board of Education may remove any pregnant teacher from her teaching duties on any one of the following bases:*
    - a. Performance – Her teaching performance has substantially declined from the time immediately prior to her pregnancy.*
    - b. Physical Incapacity – Her physical condition or capacity is such that her health would be impaired if she were to continue teaching, and which physical incapacity shall be deemed to exist only if:*

Article XX – continued

- i. *the pregnant teacher fails to produce a certification from her physician that she is medically able to continue teaching, or*
  - ii. *the Board of Education's physician and the teacher's physician agree that she cannot continue teaching, or*
  - iii. *following any difference of medical opinion between the Board's physician and the teacher's physician, the Board requests expert consultation in which case the Passaic County Medical Society, 39 East 39th Street, Paterson, New Jersey, 07514, 201-279-1900, shall appoint an impartial third physician who shall examine the teacher and whose medical opinion shall be conclusive and binding on the issue of medical capacity to continue teaching. The EXPENSE of any examination by an impartial third physician under this paragraph shall be shared equally by the teacher and the Board.*
- c. *Just Cause – Any other “just cause” as defined in N.J.S.A. Title 18A.*
2. *The Board shall grant leaves of absence for medical reasons associated with pregnancy and birth to pregnant teachers on the same terms and conditions governing leaves of absence for other illness or*

**Article XX - continued**

*medical disabilities, as set forth in N.J.S.A. 18A: 30-1, ET SEQ. and the rules, regulations, policy statements and collective negotiations agreements entered into by the Board, except as otherwise provided herein.*

- a. Upon reasonable notice, any tenured or non-tenured teacher seeking a leave of absence on the basis of medical reasons associated with pregnancy or birth shall apply to the Board for said leave at any time prior to birth. At the time of application, which shall be made upon reasonable notice to the Board, the teacher shall specify in writing the date on which she wishes to commence leave and the date on which she wishes to return to work after birth. The Board may require any teacher to produce a certificate from a physician in support of the requested leave dates provided that if the Board's physician is in disagreement the conflict of medical opinion shall be resolved as set out in paragraph 1. b. iii of this order. Where medical opinion is supportive of the leave dates requested, such requested leave shall be granted by the Board, except that the Board may change the requested dates upon a finding that the grant of a leave for those dates would*

*Article XX - continued*

*substantially interfere with the administration of the school and provided that such date change by the Board is not medically contra-indicated. Following the grant of such leave to any teacher, the commencement or termination dates thereof may be further extended or reduced for medical reasons upon application by the teacher to the Board. Such extension or reduction shall be granted by the Board for an additional reasonable period of time except that the Board may alter the requested dates upon a finding that such extension or reduction would substantially interfere with the administration of the school, and provided that such date change by the Board is not medically contra-indicated. The Board may require any teacher to produce a certificate from the physician in support of the extension or reduction of requested leave dates provided that if the Board's physician is in disagreement, the conflict of medical opinion shall be resolved as set out in paragraph 1.b.iii of this order.*

- b. The Board need not grant or extend the leave of absence of any non-tenured teacher beyond the end of the contract school year in which the leave is obtained. A teacher returning from preg-*



*Article XX – continued*

*nancy leave of absence shall be entitled to all benefits to which teachers returning from other types of sick or disability leave would be entitled.*

- c. No tenured or non-tenured teacher shall be barred from returning to work after the birth of her child solely on the ground that there has not been a stated or prescribed lapse of time between that birth and her desired date of return except as is provided in this order. Nothing contained in this paragraph shall be construed to preclude the Board from requiring any teacher after birth of her child to produce a certificate from her physician showing that she is physically capable of resuming her duties, provided that if the Board's physician is in disagreement, that conflict of medical opinion shall be resolved in the same manner as is set out in paragraph 1.b.iii of this order.*
- 3. Further it shall be the policy of the Board to observe the terms of the AMENDED FINDINGS, DETERMINATION AND ORDER as signed 23 March 1973 by Vernon. N. Potter, Deputy Director, State of N.J. Department of Law and Public Safety, Division on Civil Rights.*
- C. Other leave of absence without pay may be granted by the Board of Education upon the recommendation of the Superintendent of Schools.*
- D. Upon return from leave granted pursuant to Section A of this Article, a teacher shall be considered as if he were actively employed by the Board during the*

*Article XX - continued*

*leave and shall be placed on the salary schedule at the level he would have achieved if he had not been absent. A teacher shall receive increment credit for time spent on leave granted pursuant to Section B, C, or D of this Article contingent upon the teacher having served at least five (5) months during the year in which leave was granted.*

**ARTICLE XXI**

**DEDUCTIONS FROM SALARY**

- A. *The Board agrees to deduct from the salaries of its teachers, dues for the Pequannock Township Education Association, The Morris County Council of Education Associations, The New Jersey Education Association, and The National Education Association as said teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233 New Jersey Public Laws of 1969 (NJSA 52:14-1b.9e) and under rules established by the State Department of Education. Said monies together with current records of any corrections shall be transmitted to such person as may from time to time be designated by the Pequannock Township Education Association by the 15th of each month following the monthly pay period in which deductions are made. The person designated shall disburse such monies to the appropriate association or associations.*

*Article XXI – continued*

- B. 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 written notice prior to the effective date of such change.*

**ARTICLE XXII**

**BOARD (MANAGEMENT)  
RIGHTS CLAUSE**

- A. The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, all power, right, authority, duties, and responsibilities conferred upon and vested in by the laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing right.*
- 1. To the executive management and administrative control of the school system and its properties and facilities of its employees;*
  - 2. To establish grade levels and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;*

*Article XXII – continued*

3. To decide upon the means and methods of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and with respect to administrative and non-teaching activities, and the terms and conditions of employment.

B. The exercise of the foregoing powers, rights, authority, duties, and responsibilities, by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgement and discretion in connection therewith shall be limited only to the specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of New Jersey and the Constitution and laws of the United States.

C. *Board's Right to Innovate and Experiment with New Programs*

1. Every reasonable effort should be put forth by the board, the Association, the administration, and the teachers to improve levels, efficiency, and productivity of educational and teaching processes.

2. The board shall continue to review, study and effectuate improved teaching

*Article XXII – continued*

*methods, plans, programs, projects, curriculum, and other innovative means to improve schools and education and training of students. The board shall continue to participate, when and where feasible and practicable, with governmental units and agencies -- local, state, or federal -- in such innovative means as it deems necessary to accomplish the improved qualities of education.*

ARTICLE XXIII

EMPLOYMENT RESPONSIBILITIES

- A. *As professionals, teachers are expected to devote to their assignments the time and effort necessary to meet their responsibilities.*
  - 1. *Teachers may be required to attend, without additional compensation, faculty or other professional meetings which may be convened after student dismissal time.*
  - 2. *Teachers will actively participate in the meetings and activities of the of the School Parents' Group of the individual school to which they are assigned.*
  - 3. *Teachers will participate, without additional compensation, in the supervisions at school-sponsored programs for which they are directly responsible.*

*Article XXIII - continued*

- 4. Teachers shall ensure that all sides of a controversial issue are presented equally to students and that the topic and material used will be appropriate to the maturity level and intellectual ability of the students. Teachers shall be responsible for creating and maintaining conditions conducive to learning.*
- 5. Teachers shall not seek to advance personal, political or religious views in the classroom.*
- 6. Teachers shall not leave a class unattended, and shall be responsible for the supervision of students on the school grounds as well as in the school building, on regular school days between the scheduled teacher arrival and departure times; and during activities outside the school day to which they are assigned.*
- 7. Teachers shall be required to formulate and enforce high standards of professional calling to the extent that they will police their own ranks to eliminate unsatisfactory teachers and to the extent that they may be held morally responsible for malpractice -- the same as would any other professional person.*

**ARTICLE XXIV**

**STRIKES, SLOWDOWNS, STOPPAGES**

- A. It is agreed that the Association and/or its member-employees shall not call or engage in a strike, or threats thereof,*

*Article XXIV- continued*

*or participate in any cessation of work, slowdown, work stoppage or interference of any kind with normal Board operations, except as provided by law, providing that no reprisal or coercion shall take place regarding any members of the Pequannock Township Education Association negotiations team as a result of contract negotiations, and that no similar actions shall affect any Pequannock Township Education Association members during the duration of this contract.*

- B. The Association shall not be liable for strike, cessation of work, slowdown, work stoppage, or interference of any kind with normal Board operations unless the Association has authorized such strike, cessation of work, slowdown, work stoppage or interference of any kind with normal Board operations or participated in same.*
- C. All of the aforementioned agreements on no-strike, no-reprisals shall be predicated on good-faith bargaining conducted by both parties.*

**ARTICLE XXV**

**SUPERVISION OF STUDENT TEACHERS**

- A. Supervision by a teacher of a student teacher shall be voluntary.*
- B. No teacher shall have a student teacher under his supervision unless said teacher has had at least three years of*

*Article XXV – continued*

*teaching experience, with the most recent year in his present position except in unusual circumstances as determined by the Superintendent.*

- C. Each prospective cooperating teacher must accept or reject any student teacher proposed by the Administration within 48 hours of the initial interview by so informing the principal of the school to which he is assigned.*
- D. A cooperating teacher shall not involuntarily be given additional assignments outside of his regular responsibilities during the period he is supervising a student teacher.*
- E. The cooperating teacher and the student teacher shall assess the latter's readiness to assume teaching responsibilities and the cooperating teacher shall have authority for determining in what degrees those responsibilities shall be met.*
- F. Prior to the commencement of the student teaching experience the administration shall request the prospective student teacher visit the Pequannock Township School District for appropriate orientation by the prospective cooperating teacher.*
- G. The administration, at its discretion, shall assign cooperating teachers.*
- H. Teachers will follow the rules stipulated in the Pequannock Township Schools Administrative Manual relative to the supervision of student teachers.*
- I. In accordance with state regulations, a student teacher can not be used as a substitute teacher.*



ARTICLE XXVI  
MISCELLANEOUS PROVISIONS

- 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.*
  - B. *The Association recognizes that the Board may not by agreement delegate authority and responsibility which by law are imposed upon and lodged with the Board. It is understood by all parties that, under the rulings of the courts of New Jersey and the State Commissioner of Education, the Board is forbidden to waive any rights or powers granted it by law.*
  - C. *The Board agrees to make available to members of the Unit an opportunity to join a Tax-Sheltered Annuity Program.*
  - D. *The Board agrees to make available to members of the Unit Salary Savings Deduction Plans. Details will be worked out between the P.T.E.A. President and the Board.*
  - E. *It is understood that teachers shall continue to serve under the direction of the Superintendent of Schools and in accordance with the Board and administrative policies, rules, and regulations including those set forth in the Board-approved Building Regulations Manual, provided that the provisions of this agreement shall supersede and prevail over any conflicting provisions.*
- 43.

*Article XXVI - continued*

- F. *This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by the Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement. 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.*
- G. *Copies of this Agreement shall be reproduced at the expense of the Board and the Association within thirty (30) days after the Agreement is signed and presented to all teachers now employed and hereafter employed. Whenever any notice is required to be given by either of the parties of this Agreement to the other, pursuant to the provision (s) of this Agreement, either party shall do so by telegram or registered letter at the following addresses:*
- 1. If by Association, to the Board at the office of the Superintendent of Schools.*
  - 2. If by Board, to Association at the school address of the Association President (summer address during July and August).*

ARTICLE XXVII  
PETTY CASH

*Each teacher will discuss any requested expenditure of petty cash with the building principal or his immediate supervisor, however, authorization must be received from the principal prior to any commitment of funds being made.*

ARTICLE XXVIII  
CONSULTATIVE COMMITTEES

*Teachers in each building shall elect representatives as a Consultative Committee. There shall be one representative for every ten (10) teachers assigned to a building, but in no case fewer than two (2) in any building. Representatives will be elected for two years on a staggered basis so that one experienced person will always serve. Vacancies caused by resignation or by any other event shall be filled as soon as possible by election among the teachers in the building involved. The Consultative Committee will meet at the request of the principal or he with them at their request at reasonable times, but not more frequently than once a month, except by mutual agreement. The purpose of the Consultative Committee is to discuss problems of mutual educational concern with the principal. It shall be different and apart from the Grievance Committee and shall be consultative, rather than decisive in nature. Operational and functional details not specifically detailed in this article shall be worked out by the committee.*

*There will be a system-wide Consultative Committee to meet with the Superintendent and his designees on matters which cannot*

*Article XVIII – continued*

*be resolved at the building level. This committee will be composed of members of building Consultative Committee: 2 members from the high school, 2 members from the Pequannock Valley School and 1 member from each of the other schools to be chosen by the Consultative Committee in each building. This Committee will ordinarily meet once each semester. Should the need arise, special meetings will be called by mutual consent.*

**ARTICLE XXIX**

**SABBATICAL LEAVE**

*Full time teachers are eligible to apply for sabbatical leave in accordance with the following provisions:*

- 1. Only permanently certificated teachers who have completed a minimum of seven (7) years continuous service in Pequannock Township are eligible.*
- 2. Sabbatical leave shall be used for the purpose of graduate study, with particular consideration given in those cases of university residency requirements, or other activity approved by the Board of Education.*
- 3. Sabbatical leave shall be for a half school year or a full school year.*
- 4. The term of sabbatical leave shall coincide with the regular school year (September 1 - June 30). Half year leaves shall coincide with either the first or second semester of the school year.*
- 5. Not more than 1% or a minimum of two (2) of the teachers will be eligible for*

*Article XXIX – continued*

- sabbatical leave during any school year. Eligibility extends to two (2) full year leaves or four (4) half year leaves or one (1) full year leave and two (2) half year leaves.*
- 6. Participants in the program shall be awarded during the term of their leave fifty (50) percent of the salary they would have received had they been on duty in the district.*
  - 7. Participants in the sabbatical leave program are free to accept governmental and private grants to supplement their salary; however, the total income from the leave program shall not exceed the participant's salary as a member of the staff.*
  - 8. Any teacher granted a sabbatical leave of absence must agree in writing to continue working in the system for two (2) school years following the sabbatical leave. Remission of the total amount expended by the Board of Education shall be made, either in time or money, except in the case of permanent disability or or death of the teacher.*
  - 9. Persons interested in applying for sabbatical leave should submit their plans to the Office of the Superintendent no later than January 1st preceding the leave. The application will outline the plan of the teacher.*
  - 10. Proposed programs must be approved by the Pequannock Township Board of Education. A five-member committee consisting of two designees of the Superin-*

*Article XXIX - continued*

- tendent, two appointees of the Association and the Superintendent serving as chairman will meet to consider teacher applications for sabbatical leave and to make recommendations to the Board of Education relative to the granting of*
- 11. During the sabbatical leave of absence, personnel will report to the Superintendent in writing on January 31st, June 30th and at other reasonable times on request of the Superintendent, concerning their progress in those activities for which leave was granted, and will report specifically any information or ideas gained during the leave which may be of value to the Pequannock Township Public Schools. The final report will include a summary of all the experiences and conclusions drawn which have any bearing on the future performance of their duties and which suggest possible improvements for the Pequannock Township Public Schools.*
  - 12. During the period of the sabbatical leave of absence personnel may not engage in any remunerative employment that interferes with or is detrimental to the approved program.*
  - 13. Upon return from sabbatical leave a teacher shall be placed on the salary schedule at the step and level which he would have achieved had he remained actively employed in the system during the period of his absence.*
  - 14. A teacher completing a sabbatical leave will again be eligible for consideration*

*Article XXIX - continued*

*after completing seven additional years of continuous service in Pequannock Township; however, teachers applying for an initial sabbatical leave will be given appropriate consideration.*

**ARTICLE XXX  
PROFESSIONAL DEVELOPMENT &  
EDUCATIONAL IMPROVEMENT**

*The Board shall reimburse a teacher a maximum of one hundred five dollars (\$105.00) per year.*

*Reimbursement shall be made for successful completion of graduate courses taken at any accredited college or university with the prior approval of the Superintendent.*

*Reimbursement shall be made after submission of a paid receipt and transcript indicating a passing grade from the college or university.*

*This article shall be effective starting September 1, 1974.*

**ARTICLE XXXI**

**SICK LEAVE**

- A. Teachers shall be entitled to sick leave with pay in accordance with the laws of the State of New Jersey then and there in full force and effect.*
- B. Any teacher who fails to successfully complete the established procedures at least 1 (one) hour prior to his respective starting time when he is to be absent, shall be docked 1/2 the prevailing substitute rate of pay. The Superintendent may waive the penalty at his discretion*

*Article XXXI - continued*

*when he determines unusual or emergency circumstances.*

- C. A physician's certificate may be requested by the Superintendent when sick leave is claimed after 5 consecutive working days absence.*
- D. Any employee who exceeds his or her accumulated sick leave shall have his pay reduced 1/200 of his yearly salary for each day's absence.*
- E. The Board of Education will provide written notice of accumulated sick leave to each teacher by September 30th of the school year.*
- F. When all the accumulated sick leave of a tenure teacher has been used, he shall be eligible for up to three (3) additional days of non-cumulative sick leave.*

**ARTICLE XXXII**

**TEACHER'S SALARY GUIDE PROVISIONS**

- 1. The salaries of teachers covered by this agreement are set forth in Schedule 'A' which is attached hereto and made a part hereof.*
- I. DEFINITION OF LEVELS OF PREPARATION**

*Level A: Bachelor's Degree: or for those with less than 4 years of preparation, 5 years of experience is preferable.*

*Level B: Bachelor's Degree +15 graduate credits.*

*Level C: Bachelor's Degree +30 graduate credits or Master's Degree.*

*Level D: Master's Degree plus 15 graduate credits.*



*Article XXXII - continued*

*Level E: Master's Degree plus 30  
Graduate credits.*

*Level F: Master's Degree plus 45  
Graduate credits.*

*Level G: Doctorate or \* equiva-  
lency.*

*\* Master's Degree plus  
60 Graduate credits.*

**2. SALARY GUIDE**

**3. INCREMENTS**

*Increments as indicated on the Salary  
Guide are not automatic or granted for  
years of service. Increments will be  
granted subject to the following  
provisions.*

- a. No increment will be granted without  
a record of satisfactory service as  
approved by the Superintendent of  
Schools.*
- b. In order to continue on the Salary  
Guide, each teacher will be required  
to participate in 'Inservice Work-  
shops.' The total time of these work-  
shops shall not exceed 10 hours per  
school year. Every effort will be  
made to conduct in-service training  
workshops on Mondays.*
- c. In order to move to a higher salary  
level, evidence in the form of an of-  
ficial transcript must be submitted  
to the office of the Superintendent  
not later than September 1st of the  
school year in which the adjustment  
is to be made. Notification may be  
given by February 1st of a change in  
training level with the salary to be  
pro-rated for the balance of the school  
year.*

**4. NEW TEACHERS**

*Article XXXII - continued*

- a. *Teachers engaged to begin employment after June 30, 1970 shall be required to meet the following definition of.*

**LEVELS OF PREPARATION:**

*LEVEL A: Same as Level A described in Item 1.*

*LEVEL B: Bachelor's Degree plus 15 graduate credits in field covered by certificate in use. Eight graduate credits in Administration and Supervision or other areas of specialization approved by the Superintendent will be acceptable toward a total of 15 graduate credits in this section.*

*LEVEL C: Bachelor's Degree plus 30 graduate credits in field covered by certificate in use. Sixteen graduate credits in Administration and Supervision or other areas of specialization approved by Superintendent will be acceptable toward a total of 30 graduate credits in this section.*

*LEVEL D: Master's Degree plus 15 graduate credits in field covered by certificate in use. Eight graduate credits in Administration and Supervision or other areas of specialization approved by Superintendent will be acceptable toward a total of 15 graduate credits in this section.*

*LEVEL E: Master's Degree plus 30 graduate credits in field covered by certificate in use. Sixteen graduate credits in Administration and Supervision or other areas of specialization approved by Superintendent will be acceptable toward a total of 30 graduate credits in this section.*

*Article XXXII - continued*

*LEVEL F: Master's Degree plus 45 graduate credits in field covered by certificate in use. Twenty-three graduate credits in Administration and Supervision or other areas of specialization approved by Superintendent will be acceptable toward a total of 45 graduate credits in this section.*

*LEVEL G: Doctorate or Master's Degree plus 60 graduate credits in field covered by certificate in use. Thirty graduate credits in Administration and Supervision or other areas of specialization approved by Superintendent will be acceptable toward a total of 60 graduate credits in this section.*

- b. In general, new teachers appointed to fill vacancies will be placed on the Salary Guide where their qualifications warrant their being placed. However, the Superintendent will evaluate the candidate's qualifications and determine his proper place on the guide.*

*5. MILITARY SERVICE CREDIT*

*Teachers having served in the active military services of the United States after July 1, 1940, shall be advanced one step beyond their chronological place on the Guide for each year of service, but not more than 4 years of service will be credited.*

*6. SERVICE INCREMENT*

- a. All teachers starting their 21st year in this system shall receive a \$500. increase in salary above their then-attained 'step' and 'level,' and*

Article XXXII - continued

- b. *All teachers starting their 31st year in this system shall receive a second such \$500. increase.*

7. SPECIAL PROVISIONS

- a. *Teachers will be paid on the 15th and 30th of each month.*
- b. *Teachers' paychecks for the final pay period in June will be available upon certification by the Principal that all work has been completed. No check will be issued prior to the last working day.*
- c. *When a pay day falls during or on a school holiday, vacation or weekend, teachers shall receive their pay on the last previous working day.*
- d. *Full teaching certification should precede granting of salary column change for graduate credits.*
- e. *Payment to coaches or advisors of extracurricular activities will be made at the end of the activity; except for full year activities which shall be paid half at the middle of the school year and half at the last check of the school year.*

PEQUANNOCK TOWNSHIP PUBLIC SCHOOLS  
SCHEDULE A

TEACHERS' SALARY GUIDE 1974 - 75

	A B or E	B B+15G	C ** B+30G	D M+15G	E M+30G	F M+45G	G D or E M+60G
1	8600	8800	9200	9600	10000	10400	—
2	9145	9310	9735	10160	10580	11000	11300
3	9350	9570	9990	10420	10840	11270	11570
4	9700	9920	10365	10810	11250	11690	11970
5	10060	10290	10750	11200	11660	12120	12520
6	10435	10675	11150	11620	12100	12570	12970
7	10825	11070	11560	12060	12550	13040	13440
8	11225	11480	11990	12500	12890	13520	13920
9	11650	11900	12435	12960	13380	14020	14520
10	12075	12345	12895	13440	13880	14540	15040
11	12525	12800	13370	13940	14390	15075	15575
12	13005	13300	13890	14480	14940	15660	16160
13	13475	13780	14390	15000	15485	16230	16830
14	13915	14225	14860	15490	15990	16755	17355
15	14546	14875	15550	16225	16750	17600	18200

\* PEOPLE PRESENTLY ON STEP 16 WILL RECEIVE AN ADDITIONAL \$300.

\*\* ADDITIONAL \$100 FOR MASTER'S DEGREE ON 1 FIVE 1 C

PEQUANNOCK TOWNSHIP PUBLIC SCHOOLS

SCHEDULE B

COACHES' SALARY GUIDE 1974 - 75

HIGH SCHOOL BOYS' SPORTS

	1	2	3	4	5	6
HEAD - BASEBALL	675	775	875	975	1075	1175
ASST. - BASEBALL	450	500	550	650	750	850
HEAD - BASKETBALL	875	975	1075	1175	1275	1375
ASST. - BASKETBALL	550	600	650	750	850	950
HEAD - CROSS COUNTRY	550	600	650	700	850	950
HEAD - FOOTBALL	1175	1275	1375	1475	1575	1675
ASST. - FOOTBALL	550	600	650	750	850	950
HEAD - GOLF	550	600	650	700	800	900
HEAD - TENNIS	550	600	650	700	800	900
HEAD - TRACK	675	775	875	975	1075	1175
ASST. - TRACK	450	500	550	650	750	850
HEAD - WRESTLING	875	975	1075	1175	1275	1375
ASST. - WRESTLING	500	550	600	700	800	900
TRAINER:	1000	1100	1150			

PEQUANNOCK TOWNSHIP PUBLIC SCHOOLS

SCHEDULE B

COACHES' SALARY GUIDE 1975 - 1976

HIGH SCHOOL BOYS' SPORTS

	1	2	3	4	5	6
HEAD - BASEBALL	725	825	925	1025	1125	1225
ASST. - BASEBALL	500	550	600	700	800	900
HEAD - BASKETBALL	925	1025	1125	1225	1325	1425
ASST. - BASKETBALL	600	650	700	800	900	1000
HEAD - CROSS COUNTRY	600	650	700	750	900	1000
HEAD - FOOTBALL	1225	1325	1425	1525	1625	1725
ASST. - FOOTBALL	600	650	700	800	900	1000
HEAD - GOLF	600	650	700	750	850	950
HEAD - TENNIS	600	650	700	750	850	950
HEAD - TRACK	725	825	925	1025	1125	1225
ASST. - TRACK	500	550	600	700	800	900
HEAD - WRESTLING	925	1025	1125	1225	1325	1425
ASST. - WRESTLING	550	600	650	750	850	950
TRAINER:	1000	1100	1200			

PEQUANNOCK TOWNSHIP PUBLIC SCHOOLS

SCHEDULE B

COACHES' SALARY GUIDE 1974 -75

HIGH SCHOOL GIRLS' TEAM SPORTS

	1	2	3	4	5	6
HEAD - BASKETBALL	450	500	550	650	750	850
ASST. - BASKETBALL	300	350	400	450	500	550
HEAD - HOCKEY	300	350	400	500	600	700
ASST. - HOCKEY	200	250	300	350	400	450
HEAD - SOCCER	300	350	400	500	600	700
ASST. - SOCCER	200	250	300	350	400	450
HEAD - SOFTBALL	300	350	400	500	600	700
ASST. - SOFTBALL	200	250	300	350	400	450
HEAD - TENNIS	300	350	400	500	600	700
HEAD - TRACK	300	350	400	500	600	700
ASST. - TRACK	200	250	300	350	400	450



PEQUANNOCK TOWNSHIP PUBLIC SCHOOLS

SCHEDULE B

COACHES' SALARY GUIDE 1975-76

HIGH SCHOOL GIRLS' TEAM SPORTS

	1	2	3	4	5	6
HEAD - BASKETBALL	550	600	650	750	850	950
ASST. - BASKETBALL	350	400	450	500	550	600
HEAD - HOCKEY	350	400	450	550	650	750
ASST. - HOCKEY	250	300	350	400	450	500
HEAD - SOCCER	350	400	450	550	650	750
ASST. - SOCCER	250	300	350	400	450	500
HEAD - SOFTBALL	350	400	450	550	650	750
ASST. - SOFTBALL	250	300	350	400	450	500
HEAD - TENNIS	350	400	450	550	650	750
HEAD - TRACK	350	400	450	550	650	750
ASST. - TRACK	250	300	350	400	450	500

PEQUANNOCK TOWNSHIP PUBLIC SCHOOLS

SCHEDULE B 1974 - 75

PEQUANNOCK VALLEY BOYS' SPORTS

	1		3	4	5
BASKETBALL	450	500	550	650	750
BASEBALL	450	500	550	650	750
TRACK	450	500	550	650	750
WRESTLING	450	500	550	650	750

PEQUANNOCK VALLEY BOYS'  
AND GIRLS' INTRAMURALS 1800

1975 - 76

PEQUANNOCK VALLEY BOYS' SPORTS

	1	2	3	4	5	6
BASKETBALL	500	550	600	700	800	900
BASEBALL	500	550	600	700	800	900
TRACK	500	550	600	700	800	900
WRESTLING	500	550	600	700	800	900

PEQUANNOCK VALLEY BOYS'  
AND GIRLS' INTRAMURALS 2000

PEQUANNOCK VALLEY ADVISORS

SCHEDULE C 1974 - 1976

DIRECTOR - P.V. BAND	450
DIRECTOR - CADET BAND	400
DIRECTOR - P.V. STRINGS	250
DIRECTOR - P.V. CHORUS	500
DIRECTOR - 6TH GRADE CHORUS	400
SAFETY PATROL	300
JOURNALISM CLUB	300
YEARBOOK	300
8TH GRADE CHAIRMAN	250
7TH GRADE CHAIRMAN	150
6TH GRADE CHAIRMAN	200
AVA (PEQUANNOCK VALLEY)	250
TWIRLING	400
CHEERLEADING	400

**PEQUANNOCK TOWNSHIP PUBLIC SCHOOLS**  
**SCHEDULE C**  
**EXTRA-CURRICULAR PAY GUIDE 1974 - 1976**

*HIGH SCHOOL ADVISORS*

<b>SENIOR CLASS ADVISOR</b>	<b>450</b>
<b>JUNIOR CLASS ADVISOR</b>	<b>275</b>
<b>SOPHOMORE CLASS ADVISOR</b>	<b>175</b>
<b>FRESHMAN CLASS ADVISOR</b>	<b>175</b>
<b>SENIOR PLAY ADVISOR</b>	<b>425</b>
<b>PANTHER PRESS ADVISOR</b>	<b>450</b>
<b>STUDENT COUNCIL ADVISOR</b>	<b>450</b>
<b>CHESS CLUB ADVISOR</b>	<b>200</b>
<b>YEARBOOK CHIEF ADVISOR</b>	<b>900</b>
<b>YEARBOOK LITERARY ADVISOR</b>	<b>250</b>
<b>SCOPE ADVISOR</b>	<b>300</b>
<b>FUTURE BUSINESS LEADERS</b>	<b>175</b>
<b>MODERN DANCE CLUB</b>	<b>150</b>
<b>BOWLING CLUB</b>	<b>150</b>
<b>DIRECTOR MARCHING BAND AND WIND SYMPHONY</b>	<b>850</b>
<b>ASST. DIR. MARCHING BAND &amp; CONCERT BAND</b>	<b>575</b>
<b>ASST. DIR. MARCHING BAND &amp; COLOR GUARD &amp; MAJORETTES</b>	<b>375</b>
<b>DIRECTOR STAGE BAND</b>	<b>425</b>
<b>VOCAL ACTIVITIES</b>	<b>625</b>
<b>STRING ORCHESTRA</b>	<b>200</b>
<b>AVA (HIGH SCHOOL)</b>	<b>400</b>
<b>HEAD TEACHER</b>	<b>400</b>
<b>CHEERLEADER - VARSITY</b>	<b>600</b>
<b>CHEERLEADER - J.V.</b>	<b>500</b>
<b>G.A.A.</b>	<b>500</b>
<b>SKI CLUB</b>	<b>300</b>

