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AGREEMENT

between

**The Board of Education of the
Northern Burlington County
Regional School District
in the County of Burlington**

Located on the Georgetown-Mansfield Road
P. O. Columbus, New Jersey

and

**The Northern Burlington County
Regional Teachers Association**

An Incorporated Association

Located on the Georgetown-Mansfield Road
P. O. Columbus, New Jersey

covering the period

from

July 1, 1971

to

June 30, 1972

**THIS BOOK DOES
NOT CIRCULATE**



AGREEMENT

This Agreement entered into this February 16, 1971, by and between THE BOARD OF EDUCATION of the NORTHERN BURLINGTON COUNTY REGIONAL SCHOOL DISTRICT, in the County of Burlington, located on the Georgetown-Mansfield Road, P. O. Columbus, New Jersey, for the Northern Burlington County Regional Junior-Senior High School, hereinafter called the "Board," and NORTHERN BURLINGTON COUNTY REGIONAL TEACHERS ASSOCIATION, an incorporated Association, located on the Georgetown-Mansfield Road, P. O. Columbus, New Jersey, also known as The Northern Burlington County Regional Junior-Senior High School District Teachers Association, hereinafter called the "Association."

It is the intent and purpose of the parties hereto that this Agreement will promote and improve Board-Staff relationships. In the course of consideration of problems of professional relations and responsibilities the Board, School Superintendent (or designated official) and the Association shall keep paramount the interests and welfare of the students.

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Article I

RECOGNITION

A. Unit

The Board of Education of the Northern Burlington County Regional School District in the County of Burlington, for the Northern Burlington County Regional Junior-Senior High School, hereby recognizes Northern Burlington County Regional Teachers Association, also known as The Northern Burlington County Regional Junior-Senior High School District Teachers Association, as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for the following certified personnel under contract and on leave, employed by the Board.

1. Classroom teachers.
2. School nurses
3. Guidance counselors.
4. Librarians.
5. Specialists except psychologists, psychiatrists, and administrative staff.

B. Definition of Teacher

Unless otherwise indicated, the term "teachers" when used in this agreement shall refer to all certified employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

Article II

NEGOTIATION PROCEDURE

A. Deadline Date

The parties agree to enter into collective negotiations in accordance with Chapter 303, Public Laws of 1968, in a good faith effort to reach agreement on matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin not later than October 15 of the calendar year in which this agreement expires. When the agreement is reached on the terms and conditions of employment as described above it shall be embodied in writing and signed by the authorized representative of the Board of Education and the majority representative.

B. Available Data

During Negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter-proposals. The board shall make available to the Association for inspection all public records, data, and information of the Northern Burlington County Regional School District. Not later than December 1st of each year, the Board shall provide the Association with a complete tentative budget for the next fiscal year as well as preliminary budgetary proposals, requirements, and allocations.

C. Negotiating Committees

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall have

all necessary power and authority to make proposals, consider proposals, and make counter-proposals in the course of negotiations.

1. The negotiating representatives of the Association shall be three tenure teachers under the employ of the Board of Education.
2. The negotiating representatives of the Board shall be three duly elected members of the Board appointed by the President of the Board.

D. Declaring Impasse

Neither party shall declare an impasse prior to November 15 of the current year to avoid required action by the Public Employees Relations Commission, otherwise known as PERC.

E. Recorder

A recorder shall be present at all meetings to provide accurate minutes of proceedings. These minutes shall be signed by the chairmen of the parties attesting to their accuracy. The cost of said recorder shall be shared by both parties.

F. Reviewing the Contract

1. Representatives of the Board and the Association's negotiating committee shall meet, if necessary, at least once each month for the purposes of reviewing the administration of the Agreement and to resolve any problems that may arise. These meetings are not intended to bypass the grievance procedure. Meetings,

when business does not warrant, may be waived by mutual agreement. The matters reviewed at these meetings and the problems resolved collectively shall be reduced to writing, signed by the Chairman of each party, and adopted by the Board and the Association.

2. Each party shall submit to the other, in writing, an agenda covering matters they wish to discuss, unless by mutual agreement it is decided that one is not needed.

3. All meetings between the parties shall be regularly scheduled, whenever possible, to take place when the teachers involved are free from assigned instructional responsibilities, unless otherwise agreed.

G. Continuation of Present Rules

Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as to established by the rules and regulations of the Board in force on said date, shall continue to be as applicable during the term of this Agreement. Nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce, or otherwise detract from any teacher benefit existing prior to its effective date.

H. Limitation of Negotiating to Defined Unit

The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in ARTICLE I of this Agreement, with any organization or individual other than the Association for the duration of this Agreement.

I. Modification of the 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.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definitions

- I. A "grievance" is a claim by a teacher of the Association based upon the interpretation, application, or violation of this Agreement, or administrative decisions affecting a teacher or a group of teachers. The term "grievance" and the procedure relative thereto, shall not be deemed applicable in the following instances:
 - a. The failure or refusal of the Board to renew a contract of a non-tenure teacher.
 - b. In matters where a method of review or appeal is prescribed by law, or by any rule, regulation or decision of the State Commissioner of Education or the State Board of Education. However, a party shall have the option of processing a grievance at the appropriate level below Level Five of the Grievance Procedure rather than pursue a method of review or appeal as prescribed by law or by rule, regulation, or decision of the State Commissioner of Education or the State Board of Education. If the grievance is not resolved to the party's satisfaction below Level Five, the grievance above

Level Four shall proceed by the method of review or appeal as prescribed by law, or by rule, regulation or decision of the State Commissioner or the State Board of Education.

c. In matters where the Board is without authority to act.

2. An "aggrieved person" is the person or persons making the claim.

3. A "party of interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

4. The term "days" when used in this ARTICLE shall mean, except where otherwise indicated, working school days.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting teachers. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be made to expedite the process. The time limits specified may, however, be extended or reduced by mutual agreement.

2. Failure to act within thirty (30) school days of the occurrence complained of shall be deemed to constitute an abandonment of the grievance.
3. In the event a grievance is filed after June 1st, and if left unresolved until the beginning of the following school year, could result in irreparable harm to the party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

4. Level One

A teacher with a grievance shall first discuss it with his Vice Principal or principal, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

5. Level Two

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within five (5) school days after presentation of the grievance, he may file the grievance in writing with the Chairman of the Association's Committee on Professional Rights and Responsibilities hereinafter referred to as the "PR&R Committee") within five (5) school days after the decision at Level One or within ten (10) school days after the grievance was presented, whichever is sooner. Within five (5) school days after receiving the written grievance, the Chairman, of the PR&R Committee shall refer it to the Superintendent of Schools for his decision.

6. Level Three

- a. Within five (5) days after the grievance has been filed with the Superintendent, the Superintendent shall hold a hearing on the grievance unless the aggrieved person states in writing that he does not desire such a hearing. All parties in interest shall be present at the hearing and may present such facts as are relevant to the grievance being considered.**
- b. The Superintendent shall render a written decision on the grievance within five (5) days after the conclusion of the hearing, or aggrieved persons statement or refusal to have a hearing, and a copy of such decision shall be forwarded immediately to the Chairman of the PR&R Committee and to the aggrieved person.**

7. Level Four

- a. In the event that the aggrieved person is not satisfied with the disposition of his grievance at Level Three or in the event no decision has been rendered by the Superintendent within five (5) days after the conclusion of the hearing or fifteen (15) days after the grievance has been filed with the Superintendent, he may request the PR&R Committee to appeal the grievance to the Board, in which event the PR&R Committee shall take the appeal by notifying the Superintendent in writing.**

- b. Where an appeal is taken to the Board, the PR&R Committee shall submit in writing the aggrieved party's dissatisfaction with the Superintendent's action.
- c. If the PR&R Committee, in its appeal to the Board does not request a hearing, the Board may consider the appeal on the written record submitted to it, or the Board, may on its own, conduct a hearing, or it may request the submission of additional written material. Where additional written materials are requested by the Board, copies thereof, shall be served upon the adverse parties who shall have the right to reply thereto.
- d. The Board shall make a determination within thirty (30) days from the receipt of the grievance and shall notify, in writing, the PR&R Committee and the aggrieved person and the Superintendent of its determination. The time period may be extended by mutual agreement of the parties.

8. Level Five

- a. If the aggrieved person is not satisfied with the disposition of his grievance at Level Four, or if no decision has been rendered by the Board within thirty (30) days after the grievance was delivered by the Board, he and the PR&R Committee may submit the grievance to arbitration within fifteen (15) days after the receipt of a request by the aggrieved person.
- b. Within ten (10) school days after such written

notice of submission to arbitration, the Board and the PR&R Committee shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

- c. The arbitrator so selected shall confer with the representatives of the Board and the PR&R Committee and hold hearings promptly and shall issue his decision not later than twenty (20) days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall 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 submitted to the Board and the Association and shall be final and binding on the parties.
- d. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne

equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

D. 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 a representative selected or approved by the Association. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.
2. No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the PR&R Committee of the Association, or any other participant in the grievance procedure by reasons of such participation.

E. Miscellaneous

1. If, in the judgement of the PR&R Committee, a grievance affects a group or class of teachers, the PR&R Committee may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Three. The PR&R Committee may process such a grievance procedure even though the aggrieved person does not wish to do so.
2. Decisions rendered at Level One and Two

which are unsatisfactory to the aggrieved person and all decisions rendered at Levels Three and Four of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Chairman of the PR&R Committee. Decisions rendered at Level Five shall be in accordance with the procedures set forth in Section C, paragraph 8c of this ARTICLE.

3. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
4. Forms for filing grievances, serving notices, taking appeals, and making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association and given appropriate distribution so as to facilitate operation fo the grievance procedure.
5. 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 in this ARTICLE.

ARTICLE IV

TEACHER RIGHTS

A. Rights and Protection in Representation

Pursuant to Chapter 303, Public Laws 1968, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under color 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 and the United States: that it shall not discriminate against any teacher with respect to hours, wages, or any terms and conditions of employment by reason of his membership in the Association and its affiliates, collective negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. Statutory Savings Clause

Nothing contained herein shall be construed to deny or restrict to any teachers such rights as he may have under New Jersey school laws or other applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided by law.

C. Just Cause Protection

No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause.

D. Required Meetings or Hearings

Whenever any teacher is required to appear before the superintendent, Board or any committee or member thereof concerning any matter which could adversely affect the continuation of that teacher in his office, position or employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview.

E. Evaluation of Students

The teacher shall maintain the exclusive right and responsibility to determine grades within the grading policy of the Northern Burlington County Regional School District based upon his professional judgement of available criteria pertinent to any given subject area or activity to which he is responsible.

ARTICLE V

TEACHER EVALUATION

A. Evaluation by Certificated Supervisors

Teachers shall be evaluated only by persons certificated by the New Jersey State Board of Examiners to supervise instruction.

B. Copies of Evaluation

Teachers shall be given a copy of their rating or any other written evaluation of their work prepared by

their supervisors at least one (1) day before any conference to discuss it. A teacher shall have the right to discuss such rating or evaluation with his superiors before it is submitted to the central administration or put in their personal files, provided that such request for discussion is made within five (5) school days after the teacher receives a copy of the rating or evaluation and has signed one (1) copy thereof as having been read.

C. Complaints Regarding a Teacher

Any complaints regarding a teacher made to any member of the administration by any parent, student, or other person which are used in any manner in evaluating a teacher shall be promptly investigated and called to the attention of the teacher. The teacher shall be given an opportunity to respond to and/or rebut such complaint and shall have the right to be represented by the Association at any meetings or conferences regarding such complaint.

D. Open Evaluation

All monitoring or observation of the work of a teacher shall be conducted openly and with full knowledge of the teacher.

E. Final Evaluation Prior to Severance

Final evaluation of a teacher upon termination of his employment shall be concluded prior to severance and no documents and/or other material shall be placed in the personnel file of such teacher after severance except as in accordance with the procedure set forth in this ARTICLE.

ARTICLE VI

TEACHING HOURS AND TEACHING LOAD

A. Teaching Hours

1. Teachers shall not be required to "clock in or clock out" by hours and minutes. Teachers shall indicate their presence for duty by placing their initials in the appropriate column of the faculty "sign-in" roster.
2. Teachers shall arrive fifteen (15) minutes prior to the homeroom period of his assigned session and check-out fifteen (15) minutes after student dismissal of his assigned session.

B. Teaching Load

During the present emergency when double sessions are in effect, the daily teaching load in the Junior and Senior High Schools shall not be more than five (5) teaching periods nor more than twenty-two (22) periods of pupil contact per week. Assignment to a supervised study period or a noncompensated extra-curricular activity during school hours shall be considered a pupil contact period. Homeroom period shall not be considered a pupil contact period.

C. Lesson Plans

1. Every teacher shall plan lessons and teach course content in the manner he considers most practical and useful. During their first year of service to this school, classroom teachers must submit weekly lesson plans to their

department chairman for approval. All other classroom teachers shall prepare lesson plans in a lesson plan book supplied by the Board of Education. Lesson plans or lesson plan books will be made available to the administration during a classroom observation.

2. It shall be the responsibility of the teacher to provide substitute plans covering a one week period. These plans will be kept in the substitute folder in the office and must be revised by the teacher when necessary.

D. Meetings

1. Teachers may be required to remain after the end of or arrive prior to the regular workday without additional compensation for the purpose of attending faculty or other meetings two (2) days each month not exceeding one (1) hour in duration. Emergency meetings may be called when necessary.
2. Meetings which take place before or after the regular in-school workday and which require attendance shall be held on Mondays.
3. The notice of and the agenda for any meeting shall be given to the teachers by the close of school on the Friday preceding the meeting. Emergency items may be added to the agenda.
4. Teachers may be requested to attend no more than one (1) evening assignment or meeting each school year without additional compensation.

E. Preparation Periods

- 1. Librarians, School Nurses, Reading Specialists, and Guidance Counselors shall have one (1) fifteen (15) minute period for preparation each day.**
- 2. Any teacher may, subject to Association approval, voluntarily accept conditions in excess of the maximum stated in this ARTICLE.**
- 3. The practice of using a teacher as a substitute, thereby depriving him of his preparation period, is undesirable and shall be discouraged. The administration shall make the necessary appointments for replacing an absent teacher during regular periods when a substitute is not available. A teacher may request to be passed at that time and will be picked up the following time. However, it must be recognized that the final decision for filling vacancies rests with the administration. A record will be maintained of all extra periods covered by each teacher and an appropriate copy will be distributed to those concerned. Payment will be made at the end of the second pay period of the month. Payment will be at the rate of six dollars (\$6) per period.**

ARTICLE VII

TEACHER ASSIGNMENT

Teachers shall be assigned teaching schedules for the following school year following the provisions set forth in School Board Policy 16-A-25.

ARTICLE VIII

PROMOTIONS

The Board of Education will develop a policy in dealing with intra-school promotions by the beginning of the school year 1971-72.

ARTICLE IX

LEAVES OF ABSENCE

A. Sick Leave

1. All teachers of the Northern Burlington County Regional School District shall be entitled to ten (10) sick leave days each year. Unused sick leave days shall be accumulated from year to year with no maximum limit.
2. Anyone who is present for three (3) periods shall be considered as working the whole day, with no loss of sick leave.

All teachers shall be given a written accounting of accumulated sick days no later than September of each school year.

B. Jury Duty

The Board whole-heartedly supports requests for jury service when submitted with court request. The salary paid to such employee shall be the difference between Jury pay and the average daily earnings of such employee.

C. Temporary Leave of Absence

Temporary nonaccumulative leaves of absence with full pay shall be granted by the Board with the approval of the administration as follows:

1. Three (3) days of leave for personal, legal, religious, business, household or family matters which require absence during school hours. Application to the administration shall be made twenty-four (24) hours in advance, except in case of emergency, and the reason for taking such leave other than it is being taken under this category shall not be stated.
3. Three (3) days at any one time and per occurrence in the event of death or serious illness of the spouse, child, parent, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or grandparents.
3. Other leaves of absence may be granted by the Board for good reason.

D. Extended Leaves of Absence

1. 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 the induction or enlistment.
2. Any tenure teacher of the Board shall, within the first three (3) months of pregnancy, or as soon as medically proved, apply to the Board for a leave of absence without pay, to begin as soon

as a suitable substitute is found, and in any event, within six (6) weeks after the third month of pregnancy.

The leave of absence shall extend for one year following the birth of the child and as much longer as may be required so that said leave shall terminate on the succeeding September 1.

The Superintendent of Schools must be notified in writing not later than April 1 as to whether the teacher on maternity leave intends to return to her position the following September. The Board of Education will grant such leave without pay. The time of such leave shall not count as teaching time for salary purposes.

A maternity leave shall not constitute a break in service for sick leave purposes.

In the event that normal conditions attendant when pregnancy and birth do not prevail, the employee may apply to the Board for permission to return to her position prior to the termination of the period for which leave is granted. Failure to apply for leave of absence when three (3) months pregnant or when medically verified shall be considered as a violation of this Agreement.

3. Other leaves of absence without pay may be granted by the Board for good reason. All extensions or renewals of leaves shall be applied for and granted or rejected in writing.

ARTICLE X

TEACHER WORK YEAR

A. Recommendation of Calendar

The Association's recommendation shall be considered prior to the construction of the school calendar by the Board of Education.

B. Work Year

The teacher work year shall not be more than two (2) days beyond the student school year.

C. Additional Compensation

Any teacher who is requested to work beyond the established school year, or accepts an assignment in excess of the maximum, is to have pay calculated by the following formula. Daily work will be for 1/185 of his base salary for the current school year. Hourly work will be for 1/925 of his base salary for the current school year.

ARTICLE XI

MISCELLANEOUS PROVISIONS

A. Duration of Agreement

This Agreement shall be effective as of July 1, 1971, and continue in full force and effect without change until June 30, 1972.

B. Printing Costs

The Board and the Association each agree to pay (1/2) of the cost of the final printing of this Agreement.

IN WITNESS WHEREOF, the Board and the Association have caused this Agreement to be signed by their respective Presidents, attested to by their respective Secretaries, and their corporate seals to be affixed thereto the date above written.

THE BOARD OF EDUCATION of the NORTHERN BURLINGTON COUNTY REGIONAL SCHOOL DISTRICT IN THE County of Burlington.

By:

By:

NORTHERN BURLINGTON COUNTY REGIONAL TEACHERS ASSOCIATION, an incorporated association.

By:

By:

SCHEDULE A
SALARY SCHEDULE FOR 1971-72

Year	Bachelor's Degree	Bachelor's Plus 30 Credits	Master's Degree	Master's Plus 30 Credits
1	7300	7600	7900	8200
2	7600	7900	8200	8500
3	7900	8200	8500	8800
4	8200	8550	8850	9150
5	8550	8900	9200	9500
6	8900	9250	9550	9850
7	9250	9600	9900	10200
8	9600	9950	10250	10550
9	9950	10300	10600	10900
10	10300	10650	10950	11250
11	10650	11000	11300	11600
12	11000	11350	11650	11950
13		11700	12000	12300
14				12650

SCHEDULE B

FRINGE BENEFITS

A. Medical Insurance

1. The Board will pay the premium of the New Jersey Blue Cross and Blue Shield (Rider "J" inclusive) as required by the plan in force under the laws of the State of New Jersey, at the going family rate and continue to pay the premiums for Major Medical coverage as provided by the Health Service Inc. Medical Indemnity of America, Inc. (Blue Cross/Blue Shield Assoc.)
2. The terms, conditions, rules and limitations as provided for by the contracts of insurance and the underwriting companies will govern.

B. Additional Compensation

1. A teacher shall receive an additional \$300.00 upon receiving a contract following three (3) and six (6) complete years of service to the Board.

C. Credit for Experience

New teachers will receive credit for experience as follows:

- a. Full credit for public school experience.
- b. Full credit for United States Military Service up to, but not exceeding, four (4) years.

D. Receiving Increments

1. The Board reserves the right to hold a teacher at any place on the schedule until experience and training, or both, warrant the salary.
2. All salaries will be based upon satisfactory service. Years of employment increments will not be automatic, but will be granted for satisfactory service only upon the recommendation of the Superintendent, subject to approval by the Board. Failure in any year to grant an increment does not create any future obligations to restore the increment. In making recommendations, factors considered will include teaching ability, compliance with rules and regulations of this school district and adherence to the statutes of New Jersey. In any year in which there is an upward revision of the salary guide, individual teacher adjustments to the proper place on the guide may be withheld in whole or in part. Before making any recommendation to the Board to withhold in whole or in part any salary adjustment, the Superintendent shall send the teacher written notice of such intention and give him an opportunity to discuss the reason for such action. Future increases after withholding an adjustment will depend entirely upon the recommendation of the Superintendent and the approval of the Board.

SCHEDULE C

EXTRA COMPENSATION

A. Extra-Curricular Activities

1. The faculty sponsor shall be responsible for

making the decisions relative to his activity with the same authority that a teacher has relative to his classroom activities.

2. The compensation for sponsors of extra-curricular activities shall be as follows:

Director of Athletics	\$ 700
Head Football Coach	1000
Asst. Football Coach	600
Cross Country	300
Head Basketball Coach	800
Asst. Basketball Coach	400
Head Wrestling Coach	700
Asst. Wrestling Coach	400
Head Baseball Coach	600
Asst. Baseball Coach	400
Head Track Coach	
Head Track Coach	600
Asst. Track Coach	400
Golf Coach	200
Tennis Coach	200
Intramural Advisor	200
Band Director	600
Asst. Band Director	200
Summer Band Director	400
Choral Director	400
7-10 Grade Advisors	100
11th Grade Advisors	100
12th Grade Advisors	200
Yearbook Advisor	700
Asst. Yearbook Advisor	200
Newspaper Advisor	400
Literary Magazine	100
Drama Director	300 each perf.
Asst. Drama	100 each perf.

Student Council	300
AVA Coordinator	300
AVA Asst.	200
Pep Club	100
Cheerleaders, Head	300
Cheerleaders, Asst.	200
Adult School	600 each term
Majorettes Advisor	200
First Aid Instructor	200

B. Department Chairmen

1. Department chairmen will have a maximum of eighteen (18) pupil contact periods per week with four (4) periods per week allotted for department work.
2. Payment to department chairmen during 1971-72 shall be one hundred dollars (\$100) more than the same position during the 1970-71 school year.

**NORTHERN BURLINGTON COUNTY REGIONAL
BOARD OF EDUCATION**

**Austin Lovenduski, President
W. Robert Craft, Vice President**

Negotiating Committee

**Albert Elias, Chairman
W. Robert Craft
Stanley B. Stevenson**

**NORTHERN BURLINGTON COUNTY REGIONAL
TEACHERS ASSOCIATION**

**Joseph W. Oliver, President
Donald J. Dzinski, Vice President**

Negotiating Committee

**Edward J. Boyle, Chairman
Larry L. Snoke
Bruce R. Ziegenfuss**

