

4-0408

16-99

P R E A M B L E

1 This Agreement entered into this _____ day of
2 _____, 19____, by and between the Board of
3 Education of the Passaic County Regional High School District No. 1 of
4 Passaic County, New Jersey, hereinafter called the "Board", and the Passaic
5 Valley Education Association, Inc., hereinafter called the "Association"

6
7 W I T N E S S E T H :
8

9 WHEREAS, the parties have reached certain understandings which they
10 desire to confirm in this Agreement, be it

11 RESOLVED, in consideration of the following mutual covenants, it is
12 hereby agreed as follows:

78-79

ARTICLE I

RECOGNITION

1 A The Board hereby recognizes the Passaic Valley Education Association, Inc.
2 as the exclusive and sole representative for collective negotiation concerning
3 the terms and conditions of employment for all certificated personnel under
4 contract, on leave, employed by the Board or hereinafter employed pursuant
5 to the terms of this Agreement, including:

- | | | |
|----|---------------------|---|
| 6 | Guidance Counselors | Specialists |
| 7 | Social Workers | Librarians |
| 8 | Coaches | Special Service Personnel |
| 9 | Teachers | Psychologists |
| 10 | Coordinators | * Athletic Directors |
| 11 | Nurses | * Shall be included when the position is
filled by a person who is eligible for
P V E A membership. |

12 but excluding:

- 13 Superintendent
- 14 Principals
- 15 Assistant Principals
- 16 Department Heads

17 B Unless otherwise indicated, the term "teachers", when used hereinafter
18 in this Agreement, shall refer to all certificated personnel under contract
19 represented by the Association in the negotiating unit as above defined, and
20 references to male teachers shall include female teachers.

ARTICLE II

NEGOTIATION OF SUCCESSOR AGREEMENT

- 1 A. The parties agree to enter into collective negotiation over a successor
2 Agreement in accordance with Chapter 303, Public Laws 1968 in a good-faith
3 effort to reach agreement on all matters concerning the terms and conditions
4 of teachers' employment. Such negotiations shall begin not later than
5 October 1 of the calendar year preceding the calendar year in which this
6 Agreement expires. Any Agreement so negotiated shall apply to all teachers,
7 be reduced to writing, be signed by the Board and the Association, upon
8 adoption by both parties.
- 9 B. This Agreement shall not be modified in whole or in part by the parties
10 except by an instrument in writing duly executed by both parties.

ARTICLE III
NEGOTIATION PROCEDURE

1 A. The Board and the Association agree to enter into collective negotiations
2 over a successor agreement in accordance with Chapter 303, Public Laws of 1968,
3 in a good-faith effort to reach agreement on matters concerning the terms and
4 conditions of teachers' employment. Such negotiations shall begin not later
5 than October 1 of the calendar year preceding the calendar year in which this
6 Agreement expires. Any Agreement so negotiated shall apply to all teachers,
7 be reduced to writing, be signed by the Board and the Association and be
8 adopted by the Board.
9

10 B. During negotiation, the Board and the Association shall present relevant
11 data, exchange points of view and make proposals and counterproposals. The
12 Board shall make available to the Association for inspection all records, data
13 and information of the Passaic County Regional High School District No. 1,
14 that are necessary for the item being negotiated. As soon as possible the
15 Board shall provide the Association with a complete tentative line budget
16 for the next fiscal year as well as preliminary budgetary proposals, require-
17 ments and allocations.
18

19 C. Neither party in any negotiation shall have any control over the selection
20 of the negotiating representatives of the other party. The parties mutually
21 pledge that their representatives shall be clothed with all necessary power
22 and authority to make proposals, consider proposals and make counterproposals
23 in the course of negotiations.
24

25 D. 1. Representatives of the Board and the Association's negotiating com-
26 mittee shall meet when necessary to review the administration of the Agreement,
27 and to resolve problems that may arise. These meetings are not intended to
28 bypass the grievance procedure.
29

30 2. Each party shall submit to the other, at least seven (7) days prior
31 to the meeting, an agenda covering matters they wish to discuss.
32

33 3. All meetings between the parties shall be regularly scheduled, when-
34 ever possible, to take place when the teachers involved are free from assigned
35 instructional responsibilities unless otherwise agreed.
36

37 4. Should a mutually acceptable amendment to this Agreement be negotiated
38 by the parties, it shall be reduced to writing, be signed by the representatives
39 of the Board and the Association, and be recommended for adoption by their
40 respective bodies.
41

42 E. Except as this Agreement shall hereinafter otherwise provide, all terms
43 and conditions of employment applicable on the effective date of this Agree-
44 ment to employees covered by this Agreement as established by the rules, regu-
45 lations and/or policies of the Board in force on said date, shall continue to
46 be so applicable during the term of this Agreement. Unless otherwise provided
47 in this Agreement, nothing contained herein shall be interpreted and/or applied
48 so as to eliminate, reduce nor otherwise detract from any teacher benefit
49 existing prior to its effective date.
50

51 F. The Board agrees not to negotiate concerning said employees in the nego-
52 tiating unit as defined in ARTICLE I of this Agreement, with any organization
53 other than the Association for the Duration of this Agreement.
54

55 G. This Agreement shall not be modified in whole or in part by the parties
56 except by an instrument in writing duly executed by both parties.
57

ARTICLE IV

GRIEVANCE PROCEDURE

A. Definitions

1 1. A "grievance" shall mean a complaint by a teacher (1) that there has
2 been as to him a violation or inequitable application of any of the
3 provisions of this contract, or of board policies relating to terms
4 or conditions of employment.

5 2. An "aggrieved person" is the person or persons making the complaint.

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

9 4. The term "days" when used in this article shall mean working school days;
10 thus weekend or vacation days are excluded.

11 B. Purpose

12 The purpose of this procedure is to secure, at the lowest possible administra-
13 tive level, equitable solutions to the problems which may from time to time
14 arise, affecting the welfare or working conditions of teachers. Both parties
15 agree that grievance proceedings will be kept as informal and confidential as
16 may be appropriate at any level of the procedure.

17 C. Initiation and Processing.

18 1. LEVEL ONE

19 The teacher shall present his complaint orally to his immediate supervisor who
20 shall orally and informally discuss the problem with the teacher in an attempt
21 to resolve the problem.

22 2. LEVEL TWO

23 a. Any teacher may present a grievance in writing within twenty-five (25) days
24 following the act or condition which is the basis of his complaint, to the
25 superior (for example, department chairman, unit chairman, supervisor or

1 director) of the employee against whom the grievance exists and who has juris-
2 diction over the act or condition involved. Information copies of the grievance
3 shall be sent by the teacher to the principal, to the President of the Associa-
4 tion and to the Superintendent. The hearing on such grievance shall be held
5 by the teacher's superior within five (5) days of receipt of such written
6 communication. With five (5) days after hearing of the grievance at the level
7 specified above, the person hearing the grievance shall make his decision known
8 in writing to the grievant and to all persons officially present at the hearing.

9 b. If the aggrieved employee has instituted his grievance with a person sub-
10 ordinate to a principal, he may appeal the decision on such grievance to his
11 building principal. Such appeal shall be made in writing within five (5) days
12 from the date of receipt of the written decision rendered by the administrator
13 to whom it was initially submitted. The appeal shall include a copy of the
14 decision being appealed and the grounds for regarding the decision as incorrect.
15 It shall also state the names of all persons officially present at the prior
16 hearing, and such persons shall receive a copy of the appeal. A hearing on the
17 appeal shall be held within five (5) days of receipt of the appeal, and the
18 building principal shall render his decision within five (5) days thereafter.

19 c. In any situation in which a teacher does not serve under the administrators
20 listed in (a) above, or if the teacher's grievance is based upon an act or
21 condition for which his principal is responsible, the teacher shall submit his
22 grievance to the principal. Such grievance shall be presented in writing
23 within twenty-five (25) days following the act or condition which is the
24 basis of the complaint. The hearing on such grievance shall be held by the
25 principal within five (5) days of the receipt of such written communication.
26 Within five (5) days after hearing of the grievance by the principal, he shall
27 make his decision known to the grievant and all persons officially present at
28 the hearing, and the Superintendent.

1 3. LEVEL THREE

2 a. Within five (5) days of receipt of the decision rendered by the principal
3 pursuant to Section 2 above, the decision of the principal in regard to such
4 appeal may be further appealed to the Superintendent.

5 b. Appeals to the Superintendent shall be heard by the Superintendent within
6 ten (10) days of his receipt of the appeal.

7 c. Within ten (10) days of hearing the appeal, the Superintendent of Schools
8 shall communicate his written decision to the aggrieved employee and the
9 president of the Association.

10 D. Arbitration

11 1. A grievance may not be submitted to an arbitrator unless a decision has been
12 rendered by the Superintendent of Schools under the grievance procedure,
13 except in cases where, upon expiration of the time limit for decision, no
14 decision was issued by the Superintendent under 3 (c) above.

15 2. The proceedings shall be initiated by filing with the Superintendent and the
16 American Arbitration Association a notice of arbitration. Both parties shall be
17 bound by the rules of the American Arbitration Association. The notice shall
18 be filed within ten (10) days after receipt of the decision of the Superintendent
19 under the grievance procedure, or where no decision has been issued by the
20 Superintendent at Level Three, within ten (10) days following the expiration
21 of the time limits for the Superintendent's decision. The notice shall include
22 a statement setting forth precisely the issue to be decided by the arbitrator and
23 the specific provision of the agreement involved.

24 3. Unless the parties agree that it shall be binding, the arbitrator's decision
25 shall be advisory only and limited strictly to the interpretation, application
26 or violation of the language of the contract. The arbitrator shall not add to
27 or subtract from the agreement and shall limit his findings to the language of
28 the contract.

1 4. The costs for the services of the arbitrator will be borne equally by the
2 Board and the Association.

3 D. General Provisions as to Grievances and Arbitration.

4 1. Nothing contained in this article or elsewhere in this agreement shall be
5 construed to prevent any individual teacher from presenting and processing a
6 grievance and having it adjusted without intervention or representation
7 by the Association if the adjustment is not inconsistent with the terms of this
8 agreement or of board policy relating to terms and conditions of employment ex-
9 cept that no grievance may be submitted to arbitration without the consent of,
10 and representation by, the Association. Teachers may be represented and
11 accompanied by not more than two (2) persons at any step in the grievance pro-
12 cedure beyond Level One.

13 2. When a teacher is not represented by the Association, the Association shall
14 have the right to be present and to state its views at all stages except Level
15 One of the grievance procedure.

16 3. Failure at any step of this procedure except Level One to communicate the
17 decision in writing on a grievance with the specified time limits shall permit
18 the grievant to proceed to the next step. Failure at any step of this pro-
19 cedure to appeal a grievance to the next step within the specified time limits
20 shall preclude any further appeal on the grievance.

21 The time limits specified in any step of this procedure may be changed in any
22 specific instance only by mutual agreement, signed by the Superintendent and the
23 president of the Association. In the event that a grievance is filed at such
24 time that it cannot be processed through all the steps in this grievance pro-
25 cedure by the end of the school year, and if left unresolved until the
26 beginning of the following school year could result in harm to a party in interest
27 the time limits set forth herein shall be reduced so that the grievance procedure
28 may be exhausted prior to the end of the school year or as soon thereafter as
29 practicable.

1 4. The Association agrees that it will not support or represent any employee
2 in any grievance which is substantially similar to a grievance denied by the
3 decision of an arbitrator. The Board agrees that it will apply to all sub-
4 stantially similar situations the decision of an arbitrator sustaining a
5 grievance.

6 5. In the course of investigation of any grievance, representatives of the
7 Association will report to the principal and will state the purpose of the visit
8 upon arrival.

9 6. Every effort will be made by all parties to avoid interruption of classroom
10 activities and to avoid the involvement of students in all phases of the
11 grievance procedure.

12 7. It will be the practice of all parties in interest to process grievances
13 after the regular work day or at other times which do not interfere with
14 assigned duties; provided, however, that upon mutual agreement by the aggrieved
15 person, the Association, and the Superintendent to hold proceedings during
16 regular working hours, the grievant and the appropriate Association represent-
17 ative will be released from assigned duties without loss of salary.

ARTICLE V
TEACHER RIGHTS AND BOARD RIGHTS

1 A Pursuant to Chapter 303, Public Laws 1968, the Board hereby agrees that
2 each certificated person under contract with the Board shall have the right
3 freely to organize, join and support the Association and its affiliates* for
4 the purpose of engaging in collective negotiations and other concerted
5 activities for mutual aid and protection. As a duly selected body exercising
6 governmental power under the laws of the State of New Jersey, the Board under-
7 takes and agrees that it shall not directly or indirectly discourage or de-
8 prive or coerce any teacher in the enjoyment of any rights conferred by
9 Chapter 303, Public Laws 1968 or other laws of New Jersey or the Constitutions
10 of New Jersey and the United States; that it shall not discriminate against
11 any teacher with respect to hours, wages, or any terms or conditions of em-
12 ployment by reason of his membership in the Association and its affiliates,
13 his participation in any activities of the Association and its affiliates,
14 collective negotiations with the Board, or his institution of any grievance,
15 complaint or proceeding under this Agreement or otherwise with respect to any
16 terms or conditions of employment.

17
18 *Affiliates as used herein above shall mean professional educational
19 organizations.
20

21 B. Nothing contained here shall be construed to deny or restrict to any
22 teacher or other employee under contract such rights as he may have under
23 New Jersey School Laws or other applicable laws and regulations. The rights
24 granted to teachers hereunder shall be deemed to be in addition to those
25 provided elsewhere.
26

27 C 1. No teacher shall be reduced in rank or compensation or deprived of
28 any professional advantage without just cause. Any such action asserted by
29 the Board, or any agent or representative thereof, shall be subject to the
30 grievance procedure herein set forth.
31

32 2. Disciplinary interviews and reprimands will be considered in private.
33 An affected teacher shall, however, have the right, in all such instances, to
34 request the presence of an Association representative at said interview and,
35 when such request is made, the interview shall not proceed until the repre-
36 sentative is in attendance. The member of the administrative staff who con-
37 ducts the interview shall have the right to have another member of the
38 administrative staff in attendance at said interview.
39

40 3. The Board will furnish the following materials to the president of
41 the Association:
42 a. The annual audit report when received and accepted by the Board.
43 b. One copy of the minutes of each regular and special meeting of the Board
44 after approval.
45 c. One copy of the agenda for each regular and special meeting of the Board
46 in advance of the meeting.
47 d. One copy of the Working Budget for the following school year following
48 public approval of the budget.
49

50 D The Board, on its own behalf and on behalf of the electors of the
51 District, hereby retains and reserves unto itself, without limitation, all
52 powers, rights, authority, duties and responsibilities conferred upon and
53 vested in it by the laws and the Constitution of the State of New Jersey,
54 and of the United States, including, but without limiting the generality of
55 the foregoing, the right:
56
57

1 1. To the executive management and administrative control of the school
2 system and its properties and facilities, and the activities of its employees
3 during the school day;

4
5 2. To hire all employees and subject to the provisions of law, to
6 determine their qualifications, and the conditions for their continued employ-
7 ment, or their dismissal or demotion; and to promote, and transfer all such
8 employees;

9
10 3. To establish grade-levels and courses of instruction, including
11 special programs, and to provide for athletic, recreational and social events
12 for students, all as deemed necessary or advisable by the Board;

13
14 4. To approve the means of instruction, curriculum, the selection of
15 textbooks and other teaching materials, and the use of teaching aids of
16 every kind and nature;

17
18 5. To determine class schedules, the hours of instruction, and the
19 duties, responsibilities, and assignments of teachers and other employees with
20 respect thereto, and non-teaching activities during the school day.

21
22 The exercise of the foregoing powers, right, authority, duties and
23 responsibilities by the Board, the adoption of policies, rules, regulations
24 and practices in furtherance thereof, and the use of judgment and discretion
25 in connection therewith shall be limited only by the specific and express
26 terms of this Agreement and then only to the extent such specific and express
27 terms hereof are in conformance with the Constitution and laws of the State
28 of New Jersey and the Constitution and laws of the United States.

29
30 6. The Board and the Association agree to abide by the provisions which
31 may be established by the anticipated decision in the Donaldson case which
32 is now before the State Supreme Court. The wording of this decision shall
33 become an automatic addendum to the contract.

34
35 Nothing contained herein shall be considered to deny or restrict the
36 Board of its rights, responsibilities, and authority under the provision of
37 Title 18A of the laws of the State of New Jersey or any other national, state,
38 county, district or local laws or regulations as they pertain to education.

ARTICLE VI

1 1. The Board agrees to make every effort to hire only certificated
2 teachers holding standard certificates issued by the New Jersey Department
3 of Education for every regular teaching assignment.

4 2. Teachers shall be notified of their contract and salary status for
5 the ensuing year no later than the beginning of the Easter vacation.

6 3. The Board shall notify teachers of compensated extra-curricular
7 activities no later than the last school day of June regarding their status
8 except in those instances in which an unforeseen contingency, the reasons
9 for which shall be in writing, makes the giving of a notice by the stated
10 date impossible.

TEACHING HOURS

ARTICLE VII

1 1. Teachers shall indicate their presence for duty by indicating the time of
2 arrival or departure in the appropriate column of the faculty "sign in" roster.
3 Each teacher is to log the register individually.

4 2. Teachers may leave the building during their duty free lunch period without
5 requesting permission by making or calling in entries in the courtesy log.

6 Classroom teachers shall normally have, in addition to their lunch time, pre-
7 paration time which will average forty (40) minutes per day during a complete
8 five day work week.

9 3. If in the opinion of the Superintendent or the principal, an emergency shall
10 arise which requires that one of the staff members be assigned to a class or
11 classes in order to fill a teaching void or to resolve an emergent situation,
12 which in the judgment of the principal or Superintendent shall require the
13 assignment of a staff member, the latter shall readily accept such responsibility
14 and assignment notwithstanding anything stated anywhere within this agreement.
15 The Superintendent and/or principal shall give as much notice as may be
16 reasonable under the circumstances to such staff member as may be selected for
17 such emergency assignment.

18 4. Except in emergency, no teacher is authorized to be absent from his
19 appropriate place of work without specific authorization by an appropriate
20 member of the administrative staff.

21 5. Except in emergencies and as qualified elsewhere in this agreement, the in-
22 school day for classroom teachers covered by this agreement shall be seven (7)
23 hours and five (5) minutes including lunch and preparation time and eight (8)
24 hours and five (5) minutes for other members of the bargaining unit. Classroom
25 teachers shall not be required to report for duty before 8:00 a.m. or remain on
26 duty after 4:00 p.m. A teacher may depart after his scheduled assignments prior
27 to the end of his normal work day only upon notification to the Administrative
28 Secretary and for good cause.

- 1 6. On Fridays or on days other than Wednesday preceding holidays or vacations,
2 the teacher's day shall end at the close of the pupil's day.
- 3 7. Teachers shall meet with parents at mutually convenient times.
- 4 8. Teachers may be required to meet outside the normal work day without
5 additional compensation for up to ten (10) meetings (faculty, building, accred-
6 itation, etc.). Teacher attendance at departmental meetings shall be in
7 accordance with practice during the 1972-73 school year.
- 8 9. Teachers may be required to attend up to four evening meetings a year when
9 such attendance is related to a teacher's professional responsibility.
- 10 10. First year teachers may be required to participate in three (3) orientation
11 programs outside the regular work year. The Association will be accorded an
12 opportunity to participate in these programs.
- 13 11. The parties to this contract agree that the employment responsibilities of
14 teachers extend beyond the normal work day as defined above. Subject to
15 adequate fulfillment of these responsibilities, their mode of implementation
16 shall be at the discretion of members of the bargaining unit.

ARTICLE VIII

TEACHER ASSIGNMENT

1 1. All teachers shall be given written notice of their class and/or subject
2 assignments for the forthcoming year as soon as practicable but prior to
3 the last day of the school year.

4 2. In the event that changes in schedules, class and/or subject assignments
5 are made after the last day of the school year; the Association and any
6 teacher affected shall be notified promptly in writing and, upon the request
7 of the teacher, the changes shall be promptly reviewed between the Principal
8 and the teacher affected and at his option a representative of the Association

9 3. The above stated dates shall apply except in those instances in which
10 an unforeseen contingency, the reasons for which shall be in writing,
11 makes the giving of a notice by the stated date impossible.

ARTICLE IX

REASSIGNMENTS

1 1. As teaching vacancies become known to the Administration, the
2 Superintendent shall deliver to the Association and also shall post in all
3 faculty rooms a list of such vacancies which are expected to occur in staff
4 positions for the following school year.

5 2. Teachers who desire a change in grade and/or subject assignment may
6 then file a written statement of such desire with the Superintendent forth-
7 with. Such statement shall include the grade and/or subject to which the
8 teacher desires to be re-assigned in order of preference.

9 3. If and when a re-assignment is recommended by the Superintendent,
10 he shall post in each faculty room and the main office and deliver to the
11 Association a school-wide schedule showing the names of such teachers who
12 have been so re-assigned and the nature of the re-assignment.

13 4. In the determination of requests for voluntary re-assignment, the
14 wishes of the individual teacher shall be honored to the extent that the
15 re-assignment does not conflict with the instructional requirements and
16 best interests of the school system and no such request shall be denied
17 arbitrarily, capriciously or without basis in fact.

ARTICLE X

NOTICE OF PROMOTIONS

1 A. Promotional positions are defined as follows: Positions paying a
2 salary differential and/or positions on the administrator-supervisory
3 levels of responsibility including but not limited to positions as
4 Administrative Assistant, Athletic Director, Department Chairman,
5 Guidance Counselor, Librarian-in-Charge, Coordinators, Vice-Principal,
6 Principal, Superintendent. All vacancies in promotional positions
7 and/or newly created positions including specialists and/or special
8 projects teachers, pupil personnel workers and positions in programs
9 funded by the state or federal government shall be adequately publi-
10 cized by the superintendent in accordance with the following procedure:

11
12 1. When school is in session, a notice shall be posted as far in
13 advance as practicable, ordinarily at least twenty (20) school days
14 before the final date when applications must be submitted and in no
15 event less than ten (10) school days before such date. A copy of said
16 notice shall be given to the Association at the time of posting.
17 Teachers who desire to apply for such vacancies shall submit their
18 applications in writing to the superintendent within the time limit
19 specified in the notice, and the superintendent shall acknowledge
20 promptly in writing within five (5) days receipt of all such appli-
21 cations. Applications shall be kept on file in the superintendent's
22 office for consideration for a minimum period of two (2) years for
23 future vacancies, or until the office is notified in writing by an
24 applicant that the application is withdrawn, whichever event occurs
25 first.

26
27 2. During July and August the superintendent shall notify the Associ-
28 ation of vacancies arising in promotional positions.

29
30 B. The giving of notice as above described shall in no wise be inter-
31 preted as compelling the Board and/or the superintendent to hire for
32 "promotional positions" from and among the personnel of the membership
33 of the Passaic Valley Education Association.

34
35 C. In both situations set forth in Section A above, the qualifications
36 for the position, its duties, and the rate of compensation, shall be
37 clearly set forth. No vacancy in a promotional position shall be filled
38 other than in accordance with the above procedure.

ARTICLE XI

NOTICE OF POSITIONS FOR EVENING SCHOOL, SUMMER SCHOOL, HOME TEACHING AND FEDERAL PROGRAMS

1 1. All openings for positions in the evening school, summer school, home
2 teaching, federal projects, and other programs (including non-teaching
3 positions for which teachers may be qualified and eligible) shall be
4 adequately publicized by the Superintendent in accordance with the procedure
5 for publicizing promotional vacancies set forth in Article IX dealing with
6 Promotions. Summer school and evening school openings shall be publicized
7 forthwith upon determination of staff needs. Home teaching openings shall
8 be posted as they occur.

9 2. In filling such positions, consideration shall be given to a teacher's
10 area of competence. Teachers employed in the Passaic County Regional High
11 School District No. 1 shall have priority to such assignments before
12 appointment to applicants from outside the district.

13 3. Salary schedules for summer school positions shall be negotiated under
14 procedures outlined in Article III of this Agreement along with regular
15 salary schedules wherever possible, or at such other times as may be
16 appropriate in order to conform to the time requirements for the imple-
17 mentation of said programs.

ARTICLE XII

TEACHER EVALUATION

1 A 1. All monitoring or observation of the work performance of a teacher
2 shall be conducted openly with full knowledge of the teacher.

3 2. Teachers shall, where possible, be evaluated only by persons
4 certificated by the New Jersey Department of Education to supervise instruc-
5 tion. The Board will encourage all personnel directly involved in teacher
6 evaluation to obtain proper certification.

7 3. A teacher shall be given a copy of any class-visit or evaluation
8 report prepared by his evaluators at least one (1) day before any conference
9 to discuss it. No such report shall be submitted to the central office,
10 placed in the teacher's file or otherwise acted upon without prior
11 conference with the teacher. No teacher shall be required to sign a blank
12 form. Any category not evaluated shall be marked "n/e".

13 B 1. A teacher shall have the right, upon request, to review the con-
14 tents of his personnel file. A teacher shall be entitled to have a
15 representative of the Association accompany him during such review.

16 2. No material regarding a teacher's conduct, service, character or
17 personality shall be placed in his personnel file unless the teacher has
18 had an opportunity to review such material by affixing his signature to
19 the copy to be filed with the express understanding that such signature
20 in no way indicates agreement with the contents thereof. The teacher
21 shall also have the right to submit a written answer to such material and
22 his answer shall be reviewed by the Superintendent or his designee and
23 attached to the file copy.

ARTICLE XIII
INSTRUCTIONAL COUNCIL

1 A. An Instructional Council shall be established as soon as possible after
2 the effective date of this Agreement. The prime function of the Instructional
3 Council is to work for the improvement of the curriculum and instructional
4 program at Passaic Valley High School. The Passaic Valley Educational Asso-
5 ciation shall appoint members of its Association thereto, each teaching
6 department of Passaic Valley Regional High School to be represented on said
7 Council by at least one member, and the Guidance Department and Administration
8 also to be represented thereon by at least one member each thereof.

9
10 The
11 Council shall meet at least ten times during the school year and shall advise
12 the Association and then the Administration and finally the Board on such
13 matters as educational specialists, teacher evaluation, teacher facilities,
14 professional development and educational improvement, maintenance of class-
15 room control and discipline, books and other instructional materials, teaching
16 techniques and curriculum improvement, extra-curriculum programs, in-service
17 programs, pupil testing and evaluation, research and experimentation.

18
19 B. The Instructional Council shall establish written rules of procedure
20 which shall be approved by the Association. The President of the Association
21 shall appoint the chairman and all members of the Committee. Copies of such
22 rules of procedure shall be furnished to the Board.

23
24 C. The Council shall meet by prepared written agenda. Such agenda shall
25 be in writing and shall be furnished to the members of the Council at least
26 four school days (counting the day of the meeting) prior to the meeting. A
27 copy of such agenda shall be mailed to the President of the Association, the
28 President of the Board, the Superintendent, the members of the Executive
29 Committee of the Association, and the members of the Education Committee of
30 the Board at least four days prior to the scheduled meeting. Any Association
31 member or Board member shall be entitled to be present at such scheduled
32 meetings of the Council if they should so choose to do, but these Association
33 and Board members shall be without vote on the proceedings by said Council.

34
35 D. The Council shall be empowered by majority vote to form subcommittees
36 to study and render reports to the Council concerning the topics suggested in
37 in Paragraph A.

38
39 E. The primary function of the Instructional Council is to recommend
40 first for Association, then for Administration, and finally for Board of Edu-
41 cation consideration the establishment of policies and practices pertinent to
42 the items suggested in Paragraph A. The Council in preparing their recom-
43 mendations for consideration shall at all times avail itself of the most up-
44 to-date research pertinent to such recommendations. In addition, it shall
45 provide for majority reports and minority reports, if any, pertaining to its
46 recommendations. However, such reports and recommendations shall be deemed
47 to be advisory in nature and not mandatory insofar as acceptance thereof by
48 the Association, the Administration, and the Board.

49
50 F. All reports and recommendations outlined above in Paragraph E shall
51 be in writing. Such reports shall be rendered at least once a semester as to
52 matters under consideration, recommendations pertaining thereto and titles of
53 all literature used in consideration by the Council of the items suggested in
54 Paragraph A. Copies of such written reports shall be furnished to the Princi-
55 pal, the Superintendent, the Association President, and the Board Secretary.

1 G. The Board, in order to aid the Association in the Establishment of
2 this Council and to enable it to function adequately, agrees to budget
3 \$200.00 for each school year to provide for expenditures related to the
4 work of the Council. The Council shall prepare and maintain its own budget
5 and will furnish the Board with a written accounting of its expenditures
6 made from the said money to the Board on the last day of the school year
7 for which such money is allocated by the Board. All educational materials
8 and literature purchased or acquired by the Council shall be kept in
9 Room 240, which shall be designated as the Passaic Valley Education Asso-
10 ciation Library, and shall be available to staff members for reference.

ARTICLE XIV

SICK LEAVE

1 1. Sick Leave is defined to mean the absence from his or her post of duty
2 of any teacher because of personal disability due to illness or injury,
3 or because the teacher has been excluded from school by the school district's
4 medical authorities on account of a contagious disease or of being quarantined
5 for such a disease in the teacher's household.

6 2. Teachers shall be allowed sick leave with full pay for ten (10) school days
7 in any school year.

8 3. Teachers who work at least half the full working days in either July or
9 August shall be credited with an additional day of sick leave for each such
10 additional month of employment.

11 4. If any staff member requires in any school year less than the specified
12 number of days of sick leave with pay allowed, all days of such sick leave
13 not utilized that year shall be accumulative to be used for additional sick
14 leave as needed in subsequent years.

15 5. Absence for other than sick leave shall not be deducted from the ten (10)
16 days allowed for personal illness.

ABSENCE OTHER THAN SICK LEAVE

1 A As of the beginning of the 1970-71 school year, teachers shall be
2 entitled to the following temporary non-accumulative leaves of absence with
3 full pay each school year :

4 1. Absence for professional reasons or for personal reasons other than
5 those listed in Regulations Concerning Staff Absence as 4151 in the Staff
6 Handbook of Administrative Regulations must be approved by the Superintendent
7 and the Board President. The application must be in writing, signed by the
8 applicant and submitted to the Superintendent; whenever possible at least
9 two school days in advance of the day for which permission to be so absent
10 is sought.

11 2. Time necessary for appearances in any legal proceeding connected
12 with the teacher's employment or with the school system or in any other legal
13 proceeding if the teacher is required by law to attend as a party or as a
14 witness under subpoena.

15 3. Up to three (3) days at any one time in the event of death or serious
16 illness of a teacher's spouse, child, son-in-law, daughter-in-law, parent,
17 grandparent, father-in-law, mother-in-law, brother, sister, brother-in-law,
18 sister-in-law, In the event of the death of a teacher or student in the
19 Passaic Valley High School District, the superintendent shall allow the
20 President of the Association or his designee and the immediate superior of
21 said teacher or student sufficient time off to attend the funeral.

22 4. Other leaves of absence including extended leaves of absence with
23 or without pay may be granted by the Board as the Board may see fit.

ARTICLE XVI

EXTENDED LEAVES OF ABSENCE

1 A. The Board agrees that up to two (2) tenure teachers-provided they are
2 not in the same department-designated by the Association may, upon request,
3 be granted a leave of absence without pay for up to two (2) years for the
4 purpose of engaging in activities of the Association.

5 B. Military leave shall be in accordance with New Jersey State Statutes.

6 C. Employees under tenure may request and be granted a leave of absence in
7 the event of pregnancy. Non-tenure employees shall not be so eligible.
8 Normally, such employees shall withdraw from their positions at the end of
9 the fifth month of pregnancy. Non-tenure personnel shall submit their
10 resignations at least 60 days prior to the end of the five month period.
11 Employees under tenure who desire a leave of absence shall submit a written
12 request at least 60 days prior to the end of the five month period.

13 Maternity leave shall be without compensation. It shall continue for
14 one year from the date of initial absence and for such additional time
15 necessary to coincide with the opening of the next school year.

16 D. All benefits to which a teacher was entitled at the time of his leave
17 of absence commenced, including unused accumulated sick leave, shall be
18 restored to him upon his return, and he shall be assigned to the same posi-
19 tion which he held at the time said leave commenced, if available or, if
20 not, to a substantially equivalent position.

21 E. Applications for extensions or renewals of leaves and Board action
22 thereon shall be in writing.

ARTICLE XVII

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

1 A The Board agrees to consult with the principals and Association in
2 establishing after-school in-service courses, workshops, conferences and
3 programs designed to improve the quality of instruction, within budgetary
4 limits.

5
6 B The Board, within budgetary limitations, will pay the reasonable expenses,
7 including fees, meals, lodging, and/or transportation incurred by adminis-
8 trators and teachers who attend local and out-of-town educational workshops,
9 educational seminars, and/or conferences at the request and/or with advance
10 approval of their immediate supervisor and the superintendent.

11
12 C The Board of Education will reimburse a professional staff member for
13 tuition fees and for all registration fees expended by the staff member for
14 graduate study related to his or her present service to the educational
15 program at the Passaic Valley High School. The following conditions shall
16 apply:

- 17
18 1. Reimbursement shall be for actual tuition cost per credit but shall
19 not exceed a maximum of \$50 per credit, and shall be for actual
20 registration fees levied by the college or university for the
21 semester.
- 22
23 2. Reimbursement shall be limited to six credits each for the fall and
24 spring semesters, nine credits for a summer session, with a maximum
25 of 18 credits in one calendar year.
- 26
27 3. Courses to be acceptable for reimbursement shall be on the graduate
28 level and shall be within the staff member's field of teaching or
29 service. A course needed to complete the requirements for a Masters
30 degree in that field will also be acceptable for reimbursement.
- 31
32 4. A person holding a Masters degree may elect to matriculate in a
33 second Masters program and the Board will reimburse on the same
34 basis for courses within this program with the exception that the
35 fields of administration and supervision and guidance will not be
36 acceptable for persons not engaged in these areas at the Passaic
37 Valley High School.
- 38
39 5. In the event that a person does not matriculate for an advanced
40 degree, the only courses for which the Board will offer reimburse-
41 ment will be those within that person's teaching field or area of
42 service.
- 43
44 6. A person in his first year of service at the Passaic Valley High
45 School will not be eligible for this program. Such a person who is
46 granted a contract for the second year of service may enter the
47 tuition reimbursement program during the summer term following
48 the first year of service.
- 49
50 7. A person engaged to start work after February 1 of a school year
51 will not be eligible for the reimbursement program during the
52 summer of that year nor during the succeeding school year. This
53 provision shall not apply to anyone so engaged who is under contract
54 and teaching at the time of the adoption of this Article.

ARTICLE XVII PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

Page 2 of 2 pages

- 1 8. To be eligible for reimbursement a person must be currently serving
2 as a member of the staff at the Passaic Valley High School.
- 3
- 4 9. Courses of study to be included in this program must be approved in
5 advance by the Board of Education. The application form to be used
6 is to be obtained from the office of the superintendent and will be
7 presented for approval through his office.
- 8
- 9 10. Payment will be made following presentation to the Superintendent of
10 (1) evidence of successful completion of the course, and (2) evidence of
11 the payment made by the staff member.
- 12
- 13 11. A specific limit of \$12,000 shall be placed on the total annual
14 budgetary appropriation for the reimbursement program with the under-
15 standing that the exhausting of the appropriation shall terminate
16 payments for the year.

ARTICLE XVIII
INSURANCE PROTECTION

- 1 A. As of September 1, 1970 the Board shall provide for each teacher
2 Hospitalization benefits, Surgical benefits, Rider J benefits and Major-
3 medical benefit under the New Jersey Public and School Employee Health
4 Benefits Plan. The Board shall pay the full premium for each teacher and,
5 in cases where appropriate, for family-plan insurance coverage.
- 6 B. The Board shall provide to each teacher a description of the health-
7 care insurance coverage provided under this article, no later than
8 September 1, 1972, which shall include a clear description of conditions
9 and limits of coverage.

ARTICLE XIX

PERSONAL FREEDOM

1 A. The personal life of a teacher is not an appropriate concern or attention
2 of the Board except as it may directly prevent the teacher from performing
3 properly his assigned functions during the workday.

4 B. Teachers shall be entitled to full rights of citizenship, and no
5 religious or political activities of any teacher or the lack thereof shall
6 be grounds for any discipline or discrimination with respect to the pro-
7 fessional employment of such teacher, providing said activities do not
8 violate any local, state or federal law and do not occur in the presence
9 of students.

ARTICLE XX

WITHHOLDING OF INCREMENT

- 1 1. Any increment covered by this agreement may be withheld in whole or in
2 part for inefficiency or other good cause in accordance with the following
- 3 A. The immediate superior and/or the principal shall not forward any
4 recommendations to withhold increments or any part thereof until the
5 immediate superior or principal has given to the teacher against whom
6 the recommendation shall be made written notice of the reasons for the
7 recommendations.
- 8 B. Once a recommendation is forwarded to the teacher, the teacher may
9 with ten (10) school days file a grievance commencing at the principal's
10 level. No action shall be taken on the recommendation until the grievance
11 is heard according to the grievance procedure as set forth in ARTICLE 111,
12 but such procedures may not be delayed beyond the date on which the withholding
13 would be effective.
- 14 2. A teacher whose increment has been withheld in whole or in part shall
15 not be entitled to restoration of same but shall be entitled to placement
16 on the schedule in subsequent years as if no increment had been withheld
17 unless subject to a subsequent withholding recommendation.
- 18 3. This procedure supersedes any other section of this agreement or of Board
19 policy for the withholding of increments. Initiation of a grievance to restore
20 any withholding of increment shall constitute a waiver of any statutory remedies,
21 and initiation of any statutory remedies shall constitute a waiver of any
22 contractual remedies relating to withholding of increments.

ARTICLE XX

SALARIES

1 A The salaries of all certificated personnel covered by this Agreement are
2 set forth in Schedules "A, B, C, D, E, and F" which are attached hereto and
3 made a part hereof.

4 1. Teachers employed on an eleven (11) month or twelve (12) month basis
5 shall be paid in twenty-four semi-monthly installments.

6 2. Teachers employed on a ten (10) month basis shall be paid in twenty
7 (20) semi-monthly installments.

8 3. Teachers may individually elect to have ten per cent (10%) of their
9 monthly salary deducted from their pay. These funds shall be paid to the
10 teacher on the final pay-day in June.

11 4. When a pay-day falls on or during a school holiday, vacation, or
12 week-end, teachers shall receive their pay checks on the last previous
13 working day.

14 5. Teachers shall receive their final checks on the last working day
15 in June.

ARTICLE XXI

MISCELLANEOUS PROVISIONS

1. A. The Board agrees to furnish to the Association a list of all positions
- 2 that are to be compensated and the amount of compensation.

ARTICLE XXII

TEACHER WORK YEAR

1 A The in-school work year for teachers employed on a ten (10) month basis
2 (other than new personnel who may be required to attend one (1) additional
3 day of orientation) shall not exceed one hundred and eighty-five (185) days.

4 The in-school work year shall include days when pupils are in attendance,
5 orientation days, and any other days on which teacher attendance is re-
6 quired. Teacher attendance shall not be required whenever student attend-
7 ance is not required due to inclement weather or similar emergencies.

8 This article shall apply only to classroom teachers, supplementary
9 instructors, the learning disability teacher consultant, the social worker,
10 and the psychologist. Excluded are guidance counselors and others not
11 represented by the Association.

SCHEDULE A

SALARY GUIDE FOR THE PROFESSIONAL STAFF

The following tabulation sets forth the established salaries which shall take effect with contracts awarded for the school year starting September 1, 1973.

The basic classifications according to academic training are identified as follows:

- Class I Bachelors Degree
- Class II 30 points of approved study beyond the Bachelors Degree
- Class III 60 points of approved study beyond the Bachelors Degree and completion of an earned Masters Degree
- Class IV 90 points of approved study beyond the Bachelors Degree and completion of an earned Masters Degree

<u>Year of Employment</u>	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>
1	9125	10075	11245	12130
2	9550	10520	11690	12575
3	9930	10960	12130	13020
4	10380	11405	12575	13470
5	10740	11860	13020	13915
6	11130	12300	13470	14360
7	11520	12745	13915	14800
8	11910	13190	14360	15245
9	12300	13630	14800	15700
10	12690	14085	15245	16140
11	13080	14525	15700	16585
12	13470	14970	16140	17025
13	13855	15415	16585	17470
14	14240	15855	17025	17925
15	-----	16310	17470	18365
16	-----	-----	17925	18810

A professional staff member holding an earned Doctoral Degree from an accredited American university shall be compensated at a salary which shall be \$500 above the appropriate year of employment level shown for Class IV.

Passaic County Regional High School District No. 1
 Little Falls, New Jersey 07424

SCHEDULE D.

SALARIES FOR ADMINISTRATIVE, GUIDANCE, AND HEALTH SERVICES

Salaries of administrative, supervisory, guidance, and health personnel will be established in terms of the responsibility and additional time burden associated with these positions. The salaries for such positions will be determined by adding a fractional part to the teacher salary guide. The teacher guide will serve as the base and will be designated by multiplying the teaching salary for equivalent training and experience by the decimal fraction representing the position.

In each job category a maximum amount to be paid for the special service will be established. Employees will proceed toward these maximum figures unless they qualify in terms of training and experience at the time of appointment. New appointees to positions of this nature are to expect that full adjustment to the higher salary will be spread over a minimum of three annual installments.

<u>Position</u>	<u>Ratio</u>	<u>Maximum above Teaching Salary</u>
Guidance Counselor, Part-time.....	1.05	\$ 550.00
*Guidance Counselor, Full-time.....	1.1	1200.00
*School Psychologist.....	1.1	1200.00
School Nurse (non-degree).....	.85	
School Social Worker.....	1.0	
Director of Athletics.....	.05	550.00
**Librarian-in-charge.....	.1	of the minimum salary for Class 1 of the professional salary guide as remuneration above the appropriate position on the professional salary guide.

*These positions shall include a work day not to exceed eight (8) hours and five (5) minutes and a work year to encompass the period from September 1st to June 30th.

**The work day for Librarian-in-charge will not exceed eight (8) hours and five (5) minutes, and the work year will commence September 1 and end June 30.

SCHEDULE C

SALARIES FOR SPECIAL SERVICES

The Board agrees that teachers involved in extra-curricular activities approved by the Board and conducted during hours when school is not in session shall be compensated at the rates set in this schedule. Salaries are expressed in terms of a ratio or percentage, computed on a base which shall be the minimum salary for Class I of the professional salary guide for the school year in which the service is rendered. These payments shall not be a part of the regular contract salary. This list may be amended as additional activities are approved or as listed activities cease to function.

49125 / Valley Green Co. 1973-74

<u>Activity</u>	<u>Ratio</u>
Cheerleaders Advisor . . . . .	.06
Cheerleaders Assistant Advisor . . . . .	.05
Twirlers Advisor . . . . .	.04
Color Guard Advisor . . . . .	.03
Girls Sport Activity Advisor . . . . .	.02
Girls Show Director . . . . .	.035
Girls Show Advisor . . . . .	.025
Valley Echo Advisor . . . . .	.03
Valley Green Literary Advisor . . . . .	.025
Valley Green Art Advisor . . . . .	.03
Marching Band Director . . . . .	.06
Marching Band Assistant Director . . . . .	.03
Dance Band Director . . . . .	.03
Vocal Ensemble Director . . . . .	.03
Director of Full-length Play. . . . .	.05
Director of One (1) act play . . . . .	.02
Directors of One (1) act musicals (maximum of 3 persons) . . . . .	.01
Audio-Visual Coordinator	per person .02
Audio Coordinator . . . . .	.02
Senior Class Advisor . . . . .	.03
Underclass Advisor . . . . .	.02
Boys' Intramural Bowling Club (2 seasons)	\$100.00 per season

SCHEDULE C CONTINUED

SALARIES FOR SPECIAL SERVICES

<u>Activity</u>	<u>Ratio</u>
✓ ⁸ Hockey Club . . . . .	.06
✓ ¹² Tennis Club . . . . .	.06
✓ ¹ Art Service Corps . . . . .	.05
✓ ¹¹ Stage and Lighting . . . . .	.05
✓ ¹⁰ Ski Club . . . . .	.05
✓ ³ Camping and Hiking . . . . .	.04
✓ ⁵ Film Club . . . . .	.03
✓ ¹³ Foreign Language Clubs . . . . .	.03
✓ ⁹ Key Club . . . . .	.02
✓ ¹⁷ Freshman Cheering . . . . .	.02
✓ ¹⁴ Chess Club . . . . .	.02
✓ ² Booster Club . . . . .	.02

SCHEDULE D CONTINUED

SCHEDULE OF SALARIES FOR ATHLETIC COACHES
GIRLS' VARSITY SPORTS

Position	Year of Employment								
	1	2	3	4	5	6	7	8	9
Field Hockey:									
Head Coach . . .	.05	.0625	.075	.0875	.1				
Assistant . . .	.04	.0525	.0650	.0775	.09				
Basketball:									
Head Coach . . .	.06	.0725	.0850	.0975	.11				
Assistant . . .	.04	.0525	.0650	.0775	.09				
Gymnastics:									
Head Coach . . .	.06	.0725	.0850	.0775	.11				
Assistant . . .	.04	.0525	.0650	.0775	.09				
Softball:									
Head Coach . . .	.05	.0625	.075	.0875	.1				
Assistant . . .	.04	.0525	.0650	.0775	.09				

SCHEDULE D

SCHEDULE OF SALARIES FOR ATHLETIC COACHES

The following tabulation indicates salaries to be paid to coaches of pupils participating in approved programs of interscholastic athletics. Salaries are expressed in terms of a ratio or percentage, figured on a base which shall be the minimum salary for Class I of the professional salary guide for the school year 1972-1973. It is the intention of the parties to establish hereby a base of \$8,650 to which the ratios shall be applied and said base shall remain at \$8,650 unless and until both parties may by future contract effect a change in the base figure. The guide provides for annual increments which vary according to the sport and the position held.

Position	Year of Employment									
	1	2	3	4	5	6	7	8	9	10
Baseball:										
Head Coach . . . .	.1	.1125	.125	.1375	.15	.1625	.175			
Assistant . . . .	.075	.0875	.1	.1125	.125					
Basketball:										
Head Coach . . . .	.1125	.125	.1375	.15	.1625	.175	.1875	.2		
Assistant . . . .	.075	.0875	.1	.1125	.125					
Bowling:										
Head Coach . . . .	.05	.0625	.075	.0875	.1					
Cross Country:										
Head Coach . . . .	.075	.0875	.1	.1125	.125	.1375	.15			
Assistant . . . .	.05	.0625	.075	.0875	.1					
Football:										
Head Coach . . . .	.1375	.15	.1625	.175	.1875	.2	.2125	.225	.2375	.25
Assistant . . . .	.0875	.1	.1125	.125	.1375					
Golf:										
Head Coach . . . .	.05	.0625	.075	.0875	.1					
Soccer:										
Head Coach . . . .	.1	.1125	.125	.1375	.15	.1625	.175			
Assistant . . . .	.075	.0875	.1	.1125	.125					
Track:										
Head Coach . . . .	.1	.1125	.125	.1375	.15	.1625	.175			
Assistant . . . .	.075	.0875	.1	.1125	.125					
Wrestling:										
Head Coach . . . .	.1	.1125	.125	.1375	.15	.1625	.175			
Assistant . . . .	.075	.0875	.1	.1125	.125					
Tennis										
Head Coach . . . .	.06	.0715	.1	.1125	.125					

SCHEDULE E

SALARIES FOR SUMMER SCHOOL TEACHERS

Salaries for summer school teachers will be based upon the number of years of regular teaching experience the person has accumulated as demonstrated in his placement on the teacher salary guide. The rates of payment shall be:

Persons with 1 to 3 years of experience	\$800 for the term
Persons with 4 to 6 years of experience	\$850 for the term
Persons with 7 or more years of experience . . .	\$900 for the term

ARTICLE XXIII

DURATION OF AGREEMENT

1 A This Agreement shall be effective as of July 1, 1972 and shall continue
2 in effect until June 30, 1974, subject to the Association's right to negotiate
3 a successor Agreement as provided in Article II. The Association and/or the
4 Board may introduce for negotiations for each of the two school years here-
5 after up to a total of three (3) articles, each article to be confined to
6 one subject, whether the three articles are new or consist in part of
7 existing articles herein, but not to include Articles XVII, XVIII and XX,
8 which articles can be negotiated during each of the ensuing two school
9 years.

10

11 In witness whereof the parties hereto have caused this Agreement to
12 be signed by their respective presidents, attested by their respective
13 secretaries, and their corporate seals to be placed hereon, all on the
14 day and year first above written.

15

16 PASSAIC VALLEY EDUCATION ASSOCIATION, INC.

17

18

BOARD OF EDUCATION OF THE
PASSAIC COUNTY REGIONAL HIGH
SCHOOL DISTRICT NO. 1

19

By _____
Its President

By _____
Its President

20

Attest: _____
Secretary

Attest: _____
Secretary

CORRECTIONS TO 1973-74 P.V.E.A. - BOARD CONTRACT

Article VI (6)

Title will be put in **TEACHER EMPLOYMENT**

Article VII (7)

Line 4: Teachers may leave the building during their duty free lunch period but are requested to make a call so that their absence may be noted in the courtesy log.

Line 6: Drop the word "normally"

Article VII (7) Page 2

Lines 17 and 18 are omitted. Will be replaced.

Teacher participation in regularly scheduled extra-curricular activities shall be voluntary.

Article XX (20)

The now separate page under Article XX - Withholding of Increment - shall become Paragraph 6 under Article XX - Salaries - to follow through into two pages under Article XX (20).

Duration of Agreement

For reference: Articles IV (4), VII (7), XV (15), XX (20) were renegotiated as part of the 1973-74 contract agreement. Such articles were signed and agreed to on January 16, 1973 by P.V.E.A. officers, Mr. W. Flynn of N.J.E.A. and Dr. Myron Lieberman, negotiator for the Board of Education. It was our understanding that the entire contract will be renegotiated for the period after June 30, 1974.

Passaic Valley Education Association

Passaic County Regional High School
District No. 1 - Board of Education

President Date

President Date

Secretary Date

Secretary Date