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SEP 27 1979

RUTGERS UNIVERSITY

AGREEMENT

BOARD OF EDUCATION OF THE VOCATIONAL SCHOOL

IN THE COUNTY OF SUSSEX

AND

THE SUSSEX COUNTY NIGHT SCHOOL

TEACHERS ASSOCIATION

SCHOOL YEAR 1979-80

80-81

## ARTICLE I

### RECOGNITION

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations and conditions of employment for all part-time night school instructors under contract by the Board.

## ARTICLE II

### TEACHER EMPLOYMENT

1. New employees shall be placed on the salary guide at a level acceptable to them and the school district.
2. Employees will be issued contracts by September 1st of each year. Discontinuation of employment shall be made in writing.
3. Full-time staff members who are responsible for a shop area shall be given the courtesy of first option on night school positions in their area.
4. The Association will supply a list of officers to the Board by October 1st of each year.

SALARY GUIDE

CLASS I INSTRUCTORS

These positions are defined as those needed for a trade, industrial and vocational education. To include persons who, in addition to classroom theory, must supervise equipment or practical application of theory in a shop or instruct persons who will use this skill for a livelihood.

|                                |                     |
|--------------------------------|---------------------|
| Automotive                     | Cosmetology         |
| Air Conditioning/Refrigeration | Electricity         |
| Boiler Operator                | Keypunch            |
| Drafting                       | Machine Shop        |
| Blueprint Reading              | Oil Burner          |
| Architecture                   | Small Engine Repair |
| Carpentry                      | Surveying           |
| Computer                       | Nurses Aide         |
| Electronics                    | Medical Assistant   |
| Water and Waste - Intro.       | Typing              |
| Pilot Ground School            | Welding             |

All teachers teaching in the above areas must be certified.

CLASS I  
Per hour as of September 1, 1979 rates

|                   | 1979-80 | 1980-81 |
|-------------------|---------|---------|
| 1st Year - Step 1 | \$9.05  | 10.05   |
| 2nd Year - Step 2 | 9.80    | 10.80   |
| 3rd Year - Step 3 | 10.40   | 11.40   |
| 4th Year - Step 4 | 11.05   | 12.05   |

SALARY GUIDE

CLASS II INSTRUCTORS

These positions are defined as those subjects used for recreational purposes or for individual growth and enjoyment.

Art  
Creative Writing  
Gourmet Cooking  
Sewing  
Community Awareness

Knitting and Crocheting  
Ceramics  
Slimnastics  
Basic Home Skills

|                   | <u>1979-80</u> | <u>1980-81</u> |
|-------------------|----------------|----------------|
| 1st Year - Step 1 | \$8.00         | \$8.50         |
| 2nd Year - Step 2 | 8.50           | 9.15           |
| 3rd Year - Step 3 | 9.25           | 9.75           |
| 4th Year - Step 4 | 9.90           | 10.40          |

It is the prerogative of the night school director to pay above guide or upgrade classifications to meet the needs of the school.

LETTER OF AGREEMENT

1979-80 and 1980-81 SCHOOL YEARS

The Board and the Association agree to give employment priority to those instructors who were teaching in September 1978. The night school Director and the President of the Association shall settle any dispute as to employment for this school year. The Superintendent of the district shall be the final arbitrator.

DURATION OF AGREEMENT

THIS AGREEMENT shall be effective as of September 1, 1979, and shall continue in effect until August 30, 1981.

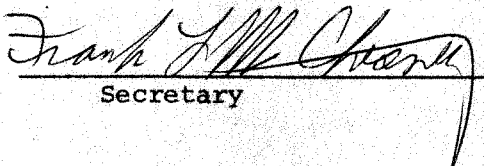
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by the respective Presidents, attested by the respective secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

BOARD OF EDUCATION OF THE  
VOCATIONAL SCHOOL IN THE  
COUNTY OF SUSSEX

BY:

  
President

Attest:

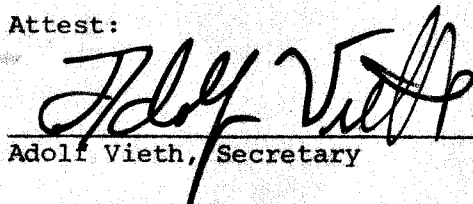
  
Secretary

SUSSEX COUNTY NIGHT SCHOOL  
TEACHERS' EDUCATION  
ASSOCIATION

BY:

  
Thomas L. Marchesello, President

Attest:

  
Adolf Vieth, Secretary