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STRAFORD UNIVERSITY

**NEGOTIATED AGREEMENT**

**1976 - 1978**

Stratford Board of Education

Stratford Education Association

Burlington County

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Negotiated Agreement 1976-1977

Stratford Board of Education  
Stratford Education Association

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## RECOGNITION

### Article I

- A. The Stratford Board of Education hereby recognizes the Stratford Education Association, which represents the majority of the employees, as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for the following personnel under contract or employed by the Board:
- . Teachers
  - . Librarians
  - . Nurses
  - . Learning Disability Specialists & all other teachers of Special Education
  - . Head Teachers
  - . Secretaries to principals
  - . Special area teachers (i.e., Spanish, Music, Art, Physical Education)
  - . Custodial employees
  - . Summer School teachers
- . Stratford Board of Education bedside teachers.
- B. Unless otherwise indicated, the term "teachers", when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

### Article II. Negotiations Procedure

#### A. Deadline Date

The parties agree to enter into collective negotiation over a successor agreement in accordance with Chapter 123, Public Laws 1974 in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin not later than September 30th of the calendar year preceding the calendar year in which this agreement expires. Any agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.

#### B. Modification

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:

1. A grievance is a claim based upon the interpretation, application or violation of this agreement which affects the terms and conditions of employment of a teacher or group of teachers.
2. An "aggrieved person" is the person or persons making the claim.
3. A "party in 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.

### B. Purpose:

1. 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 the terms and conditions of employment of teachers. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing herein contained shall be constructed as limiting the right of the teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having an adjustment is not inconsistent with the terms of this Agreement.

### C. Procedure:

#### 1. Time Limits

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

#### 2. Year End Grievance

In the event a grievance is filed at such time that it cannot be processed through all of the steps in the grievance procedure by the end of the school year and if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

C. Procedure: (continued)

3. Level One - Principal or Immediate Superior

- (a) A teacher with a grievance shall first discuss it with his principal or immediate superior within two (2) weeks of its occurrence, either directly or through a representative of his own choosing, with the objectives of resolving the matter informally.
- (b) In the event that the problem cannot be resolved by the principal or immediate superior within three (3) school days since the hearing of the complaint, then the teacher shall reduce the grievance to writing and submit the grievance to the Superintendent with a duplicate copy forwarded to the Principal or immediate superior involved.

4. Level Two - Superintendent

The Superintendent and/or his representative upon receipt of the grievance report shall attempt to resolve the matter as quickly as possible and shall meet with the aggrieved and/or his representative within three (3) days of receipt of a request for such a meeting.

The Superintendent shall within three (3) days of the conference render his decision. A written statement of his decision and his reasons shall be forwarded to the aggrieved person, his representative, and the principal or immediate superior involved.

5. Level Three - Board of Education

If the grievance is not resolved at Level Two to the satisfaction of the employee, he may request a review by the Board of Education. This request shall be made in writing through the Superintendent of Schools who will attach all related documents and forward it to the Board of Education within three (3) days. The Board shall review the case, shall hold a hearing with the employee, if requested by the teacher, and shall render a decision, in writing within twenty-one (21) calendar days of receipt of the grievance. Copies of the Board's decision shall be sent to the aggrieved, his representative and to the Superintendent of Schools.

6. Level Four - Advisory Arbitration

If the grievance is not resolved at Level Three to the satisfaction of the employee, he may institute procedures for advisory arbitration as the terminal step with the following understandings:

- (a) a grievance shall be defined as an allegation that there has been a misinterpretation or misapplication of the terms of the agreement.
- (b) The arbitrator shall have no authority to add to, subtract from, or otherwise modify or amend the agreement.
- (c) the parties shall use PERC for submission of an arbitration panel in accordance with its rules and regulations.

D. Rights of Teacher to Representation

- 1. Any aggrieved person may be represented at all levels of the grievance procedure by himself, with or without legal counsel, or at his option by a representative selected or approved by the Association.
- 2. No reprisals of any kind shall be taken by the Board or any member of the Administration against a party in interest or any other participant in the grievance procedure.

Article IV Teacher Rights

A. Rights and Protection in Representation

Pursuant to Chapter 123, Public Laws 1974, 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.

B. Just Cause Provision

No teacher shall be discharged, disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage, or given an adverse evaluation of his professional services capriciously or arbitrarily.

C. Required Meetings or Hearings

Whenever any teacher is required to appear before the superintendent or his designee, Board or any committee, member, representative or agent thereof concerning any matter which could result in termination of employment, then he shall be given prior written notice of the reasons for the 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. Any suspension of a teacher pending charges shall be with pay.

D. Evaluation of Students

The teacher shall maintain the <sup>primary</sup> ~~exclusive~~ right and responsibility to determine grades and other evaluations of students within the grading policies of the Stratford School District based upon his professional judgment of available criteria pertinent to any given subject area or activity to which he is responsible. No grade or evaluation shall be changed without prior consultation between the individual teacher and the Board. The Board maintains the final decision. Any such change made by the board shall be shown by notation to have been the Board's decision.

E. Criticism of Teachers

Any question by a supervisor, administrator, or board member of a teacher and his instructional methodology shall be made in confidence and not in the presence of students, parents or other public gatherings.

Article V Association Rights & Privileges

A. Information

The Board agrees to allow the association to obtain pertinent information necessary to the Association's processing of grievances and negotiations. All other materials that are public record are available to the S.E.A.

B. Use of School Buildings

The Association and its representatives shall have the right to use the school buildings at all reasonable hours for meetings. The principal of the building in question shall be notified in advance of the time and place of all such meetings. In cases of conflicting schedules an alternate meeting place within the schools shall be provided.

C. Bulletin Boards

The Association shall have in each school building, the exclusive use of a bulletin board in each faculty lounge and teachers' dining room. The Association shall also be assigned adequate space on the bulletin board in the central office for Association notices. The location of the Association bulletin boards in each room shall be designated by the Association. Copies of all materials to be posted on such bulletin boards shall be given to the building principal, but no approval shall be required.

#### D. Mail Facilities and Mail Boxes

The Association shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary and without the approval of building principals or other members of the administration.

#### Article VI Teacher Work Year School Calendar

The Board will consider the suggestions of the Association concerning vacations and holidays before adoption of the school calendar. The Board reserves the right to make the final decision with respect to the school calendar.

#### Article VII Teaching Hours and Teaching Load

##### A. Teacher Day

##### 1. Arrival and Dismissal Time

No teacher shall be required to report for duty earlier than 30 minutes before the pupil's school day and shall be permitted to leave 30 minutes after the close of the pupil's school day. On Fridays or on days preceding a holiday or a vacation, the teachers' day shall end at the close of the pupil's day.

##### 2. Teaching Preparation Time

- (a) On weeks that have five (5) school days, a once a week dismissal at 2:15 P.M. for the pupils will be in effect. The day of the week is to be established by the administration with Fridays eliminated. The time from 2:15 P.M. to 3:30 P.M. is to be spent in working with children or in planning time.
- (b) The administration shall, whenever possible through rescheduling, provide all teachers with at least 90 minutes preparation time per week.
- (c) All faculty members shall have a duty free lunch period consisting of fifty-five (55) minutes. It is further recognized that the time of day for lunch may not be the same for each faculty member because certain grade levels or special subject areas may have their lunch hours at a different time.
- (d) The Stratford Board of Education recognizes the desirability of attempting to maintain reasonable class sizes in order to further the educational aims and policies of the district.



- (e) The number of teaching aides shall remain at six (6) half time aides.

### Article VIII - Teacher Employment

#### 1. Standard Certificates

The Board agrees to hire only certified teachers holding certificates issued by the New Jersey State Board of Examiners for every regular teaching assignment.

2. Each teacher shall be placed on his proper step of the salary schedule as of the beginning of the 1976 school year. Any teacher employed prior to January 2 of any school year shall be given full credit for one (1) year of service toward the next increment step for the following year.
3. Credit shall be given for approved military service. For the purpose of determining salary, years spent in service shall be given the same credit as years spent in teaching. The maximum number of years to be credited for military service shall be four (4).
4. Credit up to the tenth (10) step of any salary level on the Teacher Salary Schedule shall be given for previous outside teaching experience in a duly accredited school upon initial employment in accordance with the provisions of Schedule A. Teachers with previous teaching experience in the Stratford School District shall, upon returning to the system, receive full credit on the salary schedule for all outside teaching experience, military experience, or alternative civilian service required by the Selective Service System, Peace Corps, VISTA or National Teacher Training Corps work, and time spent on a Fulbright Scholarship up to a maximum set forth in Section 2 above. Such teachers who have not been engaged in other teaching or the other activities indicated above shall upon returning to the system, be restored to the next position on the salary schedule above that at which they left.
5. Previously accumulated unused leave days will be restored to all teachers returning from approved leave.
6. Teachers shall be notified of their contract and salary status for the ensuing year no later than April 1st.

## Article IX. Salaries

### A. Salary Schedule

The salary of each teacher covered by this agreement is set forth in Schedule "A" which is attached hereto and make a part hereof.

### B. Additional Compensation

Teachers shall present proof of obtaining credits for additional compensation as stipulated on the salary schedule by October 1st of the current school year. Compensation shall be retroactive as of September 1st of the present contract year.

### C. Nurses

The salary schedule for nurses holding an R.N. shall be the salary schedule used for non degree teachers. Any nurse who holds a B.S. shall be on the B.A. scale.

### D. Method of Payment

1. The Board agrees to pay two (2) salary checks per month.
2. The dates of payment shall be on the 15th and 30th of the month.
3. If the 15th or 30th falls on a weekend or a holiday the Board agrees to pay the salary check on the last school day previous to the weekend or the holiday.
4. If the 15th or 30th falls on a Monday the Board agrees to pay the salary check on the previous Friday
5. On ten (10) month contracts the Board agrees to pay twenty (20) equal payments; on twelve (12) month contracts the Board agrees to pay twenty-four (24) equal payments.
6. The Board agrees to offer the option to employees to participate in a summer payment program wherein ten (10) percent of the annual pay is withheld and is paid to the employee in either one or two summer payments. Prevailing bank interest rate shall be received by employees on the summer pay plan.

## Article X. Teacher Assignment

### A. Notification

#### 1 Date for presently employed teachers

All teachers shall be given written tentative notice of their class and/or subject assignments building assignments and room assignments for the forthcoming year not later than May 31st

#### 2. Revisions

In the event that changes in such class and/or subject assignment building assignments or room assignments are proposed after May 31st any teacher affected shall be notified promptly in writing and upon the request of the teacher the changes shall be promptly reviewed between the superintendent or his representative and the teacher affected and at his option a representative of the Association.

### B. Traveling Teacher

#### 1 Schedules

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

### C. Vacancy and/or New Position

#### 1. Any vacancy and/or new position shall be posted in each school as it occurs.

#### 2 Notice

Notice of an involuntary transfer or reassignment shall be given the teacher as soon as practicable and except in cases of emergency not later than April 1st

#### 3. Criteria

When an involuntary transfer or reassignment is necessary a teacher's area of competence major or minor field of study length of service in the Stratford School District length of service in the particular school building and other relevant factors including among other things state and/or federal laws rules regulations or administrative directives shall be considered in determining which teacher is to be transferred or reassigned

## Article XI Teacher Evaluation

### A. Non-Tenure Teachers

Evaluation shall be pursuant to Chapter 132 Laws of 1975

### B. Personnel Records

A teacher shall have the right upon request to review the contents of his personnel file and to receive copies at Board expense of any documents contained therein. A teacher shall be entitled to have a representative of the Association accompany him during such review. At least once every three (3) years a teacher shall have the right to add rebuttal information to materials in his file which he believes to be inappropriate.

## Article XII Fair Dismissal Procedure

When a reduction in force occurs, the seniority system will prevail. The last staff members to be hired in the district will be the first ones not to receive a contract for the next year.

## Article XIII Teacher Facilities

The Board agrees to maintain the faculty room in the three schools.

## Article XIV Insurance Protection

The Board shall continue to provide each teacher with either health care insurance protection or an income protection plan. The teacher shall choose one of the following plans. The Board shall pay the premium for the employee in the BC/BS plan or pay the sum - but not more than the cost of the BC/BS for the employee - in the income protection plan (Class III at present). The Board shall pay 25% of the family coverage in BC/BS or pay a sum not more than that for coverage in the income protection plan. It is the intention of the Board to continue to increase Board paid family coverage 25% each year until the entire BC/BS cost is paid by the Board. The premiums shall provide full coverage for the twelve (12) months period commencing September 1 and ending August 31st. The Board will also obtain Long Term Disability Insurance, commencing 180 days after injury or sickness for its personnel.

Plan One: Full Blue Cross/Blue Shield/Rider J/Major Medical coverage for the individual and fifty (50) percent of family coverage through the New Jersey Public and School Employees Health Benefit Plan.

Plan Two: Income Protection Plan for the individual through Washington National Insurance Company Protection Plan. The teacher requesting this protection agrees to adhere to the conditions of participation in the program as stipulated by the Washington National Company.

Article XV Custodial Vacations

The Board's custodial vacation policy will be as follows:

Custodians will receive one (1) additional vacation day per year from the fifth (5th) through the tenth (10th) year of service in the district.

Article XVI. Course Review Committee

The Board and the S.E.A. agree to have members serve on the Professional Improvement Committee, whose purpose will be to review proposed in-service type courses for teachers and make recommendations to the Board. The Board will pay for professional workshops and non-college courses approved by the Committee and payments will be subject to the \$275.00 maximum per teacher per year.

Article XVII. Sick Leave

A. Ten Month Employees

Ten (10) month employees shall be allowed ten (10) sick leave days per year. Unused sick leave days shall be accumulated from year to year with no maximum limit. The need for presentation of a medical certificate after sick leave shall be at the discretion of the Superintendent.

B. Twelve Month Employees

Twelve (12) month employees shall be allowed twelve (12) sick leave days per year. Unused sick leave days shall be accumulated from year to year with no maximum limit. The need for presentation of a medical certificate after sick leave shall be at the discretion of the Superintendent.

C. Notification of Illness

Employees shall notify the school by calling the building principal of anticipated absence due to illness as early as possible, but no later than 7:00 A.M. the morning of the absence. Out of town calls shall be made collect.

Article XVIII. Extended Leaves of Absence

A. Sabbatical Leave

A sabbatical leave shall be granted to a teacher by the Board for study of reasonable value to the district, subject to review and approval of the Board and Superintendent and subject to the following conditions:

1. Sabbatical leaves shall be granted to a maximum of one (1) teacher at any one time.
2. Requests for sabbatical leave must be received by the Superintendent in writing in such a form as may be mutually agreed on by the Association and the Superintendent no later than December 1, and action must be taken on all such requests no later than April 1st of the school year preceding the school year for which the sabbatical leave is requested.
3. The teacher has completed at least ten (10) consecutive full years of service in the Stratford School District.
4. A teacher on sabbatical leave shall be paid by the Board of Education at one hundred percent (100%) of the salary rate for one half (1/2) year or fifty percent (50%) of the salary rate for a full year.
5. A person requesting sabbatical leave for full time study must take at least a minimum of twelve (12) semester hours unless extenuating circumstances are approved by the Superintendent and Board.
6. A half (1/2) year sabbatical leave may be granted provided adequate provisions can be made for filling the half (1/2) year vacancy.
7. Upon return from a sabbatical leave of absence, an employee shall retain the following employment rights held by him before such leave was granted:
  - (a) Shall be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of absence.
  - (b) Unused sick leave as held at the start of the leave shall be retained.
  - (c) Shall have the right to return to his former position in his former school, unless mutually agreed otherwise

8. The teacher shall agree to return to employment with the Stratford Public School District for one (1) full year by signing a promissory note before being granted the leave. to remit to the Board one half (1/2) the monetary amount equivalent to the time not served. Extenuating circumstances will be considered.

B. Maternity Leaves:

1. Natural Birth

- (a) Any regularly appointed teacher shall notify the superintendent, in writing, of her pregnancy as soon as it is medically confirmed and not later than five (5) months prior to the expected birth.
- (b) The board shall not remove any teacher from her duties during pregnancy, except for:

Performance: Her teacher performance has substantially declined from the time immediately prior to her pregnancy.

Physical Incapacity: Her physical condition or capacity is such that her health would be impaired if she were to continue teaching, and which physical incapacity shall be deemed to exist only if:

- (1) The pregnant teacher fails to produce certification from her physician that she is medically able to continue teaching.
- (2) The Board's and her physician agree that she is unable to continue teaching.
- (3) If a difference of opinion exists between the two physicians, the board may request expert consultation of a third impartial physician, with the cost to be shared equally by the Board and the teacher. The third party shall be agreed upon by both sides and his medical opinion shall be conclusive and binding on both parties.

Just Cause: Any other "just cause" as defined in N.J.S.A. Title 18.A.

- (c) The Board shall grant maternity leave of absence without pay to pregnant teachers under the following terms and conditions:

- (1) Any tenured or non-tenured teacher seeking a leave of absence for pregnancy shall make application to the board at the time she notifies the superintendent of her pregnancy. The application shall set forth, in writing, the commencement date of the requested leave of absence and the date she desires to return from said leave of absence.
- (2) Any tenured or non-tenured teacher may return to work within the school year in which her leave begins, provided she shall have requested to do so in her leave of absence application and shall have specified the month when she desires to return. Any extension or reduction of the date of return within the same school year shall only be allowed at the discretion of the board, provided application is made following the original grant of leave of absence but prior to the announced commencement date thereof. Additional extension or reduction may be granted by the board for an additional reasonable period of time provided that such extension or reduction will not substantially interfere with the administration of the school. Any tenure teacher granted a leave of absence with a return date during the same school year in which it commences shall be permitted to do so if she makes application at least three (3) weeks prior to the commencement date of her leave of absence.
- (3) The board shall not be required to extend the leave of non-tenure teachers beyond the school year for which they were hired. Non-tenure teachers wishing to return for the following school year shall be considered by the Board for re-employment for the following year.
- (4) Any tenured teacher may return to work subsequent to the school year in which her leave begins, provided she shall have requested to do so in her application for a leave of absence. Any such teacher shall be permitted to return to work at the beginning of any of the two (2) school years following the school year in which her leave commences, provided such teacher has given the board written notice of her intention to do so not less than six (6) months prior to the beginning of the school year in which she wishes to return.



- (d) Except as otherwise provided in this policy, no tenure or non-tenure teacher shall be barred from returning to work after the birth of her child by any prescribed waiting period between the date of birth and the date of return to work; however, each teacher shall be required to file a physician's certificate, stating she is capable of resuming full duties, at least three (3) weeks prior to her date of return. If the board's physician is in disagreement, it shall be resolved in the same manner as set forth in paragraph (b).(3) of this policy.

B. Maternity Leaves: (continued)

2. Adoption

Any female teacher adopting an infant child may receive similar leave which shall commence upon her receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption. No teacher on maternity leave shall, on the basis of said leave, be denied the opportunity to substitute in the Stratford School District in the area of her certification or competence.

C. Return From Leave

Any teacher granted a leave of absence under this policy shall be eligible for a salary increment provided she has completed 90 (ninety) working days or more of service to the district in the year in which her leave commences.

- D. In the event that any provision of this article should be found contrary to any New Jersey School Law the statutory language shall supercede the language in this agreement.

Article XIX. Temporary Leaves of Absence

A. Personal

Personal leave granted under policy 4151.2, .3, .6, .7, .8, .14, shall be permitted with full pay as stated in each policy.

Unused personal leave days, to a maximum of five days per year, from the above paragraph, may be used for sick leave days as in policy No. 4150.1, either in the current year or may become cumulative sick leave.

B. Visitation to Other Schools

One day's absence with full pay shall be permitted in any one year for a school business visit to other schools. Advance permission from the Superintendent is required. A brief written report of the visit shall be submitted to the Superintendent.

Article XX. Course Reimbursement

The Board agrees to pay \$275.00 toward the cost of tuition and other reasonable expenses incurred in connection with any courses, workshops, seminars, conference, or in-service training. Courses are subject to Board approval.

Article XXI. Mileage Reimbursement

The board agrees to pay .15¢ a mile for any employee required to use his/her car for official school business.

Article XXII. Extra-Curricular Activities & Salaries

The Board agrees to reimburse the teacher at the specified rate for the hours worked up to the maximum number shown for each activity. The Board shall make every effort to inform the teacher of the expected number of hours to be worked, prior to accepting an extra-curricular position.

	<u>Activity</u>	<u>Hours</u>	<u>Rate</u>	<u>Salary</u>
1.	Field Hockey	40	\$5.00	\$200.00
2.	Basketball (boys)	120	\$5.00	\$600.00
3.	Basketball (girls)	72	\$5.00	\$360.00
4.	Wrestling	72	\$5.00	\$360.00
5.	Cheerleaders	50	\$5.00	\$250.00
6.	Softball (boys)	48	\$5.00	\$240.00
7.	Softball (girls)	60	\$5.00	\$300.00
8.	Student Council	64	\$5.00	\$320.00
9.	Chorus	72	\$5.00	\$360.00
10.	Dance Band	72	\$5.00	\$360.00
11.	Instrumental Music	72	\$5.00	\$360.00

Article XXIII. Salary Schedules for 1976-1977 School Year

Schedule A:

Teachers

<u>Step</u>	<u>N.D.</u>	<u>B.A.</u>	<u>B.A. + 30</u>	<u>M</u>	<u>MA + 30</u>
1	9,015	9,450	9,880	10,310	10,740
2	9,340	9,880	10,310	10,740	11,170
3	9,665	10,310	10,740	11,170	11,600
4	9,985	10,740	11,170	11,600	12,030
5	10,310	11,170	11,600	12,030	12,460
6	10,685	11,600	12,030	12,460	12,890
7	11,060	12,030	12,460	12,890	13,375
8	11,440	12,460	12,890	13,375	13,860
9	11,815	12,890	13,375	13,860	14,340
10	12,190	13,375	13,860	14,340	14,825
11	12,565	13,860	14,340	14,825	15,310
12		14,340	14,825	15,310	15,790
13		14,825	15,310	15,790	16,275
14		15,310	15,790	16,275	16,760
15		15,790	16,275	16,760	17,245
16		16,275	16,760	17,245	17,725

Teachers at maximum of B.A. and B.A. + 30 scale will receive \$435.00 above the maximum step listed. Teachers at maximum of Master's Scale will receive \$480.00 above the maximum step listed. Teachers at maximum of Master's + 30 scale will receive \$465.00 above the maximum step listed.

Nurses at the maximum of the non-degree scale will receive \$380.00 above the maximum step listed.

Schedule B:

Secretary to Principal

<u>Step</u>	<u>Salary</u>
1	\$ 6,225
2	6,495
3	6,765
4	7,030
5	7,300
6	7,570
7	7,865
8	8,105
9	8,375
10	8,645
11	8,915

Secretaries at maximum of scale will receive \$265.00 above the maximum step listed.

## Schedule C:

## Custodians

<u>Step</u>	<u>Chief</u>	<u>Asst. Chief</u>	<u>Custodian</u>
1	7,945	6,895	6,460
2	8,270	7,220	6,785
3	8,590	7,540	7,105
4	8,915	7,865	7,430
5	9,235	8,185	7,750
6	9,560	8,510	8,075
7	9,880	8,830	8,395
8	10,205	9,155	8,720
9	10,525	9,475	9,040
10	10,850	9,800	9,365
11	11,170	10,120	9,685

Custodians having a Black Seal License will receive \$100.00 additional increment to their step on the salary schedule.

A \$300 increment will be paid to employees who have served 20 or more years in the Stratford School District.

Chief custodian at the maximum of scale will receive \$335 above the maximum step listed.

The assistant chief custodian at the maximum of scale will receive \$325.00 above the maximum step listed.

The custodians at the maximum of scale will receive \$325.00 above the maximum step listed.

DURATION & TERMS OF AGREEMENT

This Agreement shall be effective as of July 1, 1976 and shall continue in effect until June 30, 1978, subject to the Association's right to negotiate over a successor agreement, with the salary schedules being the only item open to negotiations for the 1977-1978 school year.

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.

Unless otherwise provided in 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.

In witness whereof the representatives of the parties hereunto set their hands and seals.

STRATFORD EDUCATION ASSOCIATION

STRATFORD BOARD OF EDUCATION

Walter F. Land  
By Its President

Melvin P. Lowden  
By Its President

John J. [unclear]  
By Negotiating Chairman

Walter A. [unclear]  
By Its Secretary

Wm. J. Cardamone  
By Negotiator

Patricia D. Stavelly  
By Negotiator

Mary H. Burns  
By Negotiator

Date

Date

August 10, 1976

July 19, 1976

ARTICLE XXII SALARY SCHEDULES FOR 1977-1978 SCHOOL YEAR

SCHEDULE A:

<u>STEP</u>	<u>N.D.</u>	<u>B.A.</u>	<u>B.A. + 30</u>	<u>M.A.</u>	<u>M.A. + 30</u>
1	9,365	9,895	10,325	10,755	11,185
2	9,690	10,325	10,755	11,185	11,615
3	10,015	10,755	11,185	11,615	12,045
4	10,340	11,185	11,615	12,045	12,475
5	10,660	11,615	12,045	12,475	12,905
6	10,985	12,045	12,475	12,905	13,335
7	11,360	12,475	12,905	13,335	13,765
8	11,735	12,905	13,335	13,765	14,250
9	12,115	13,335	13,765	14,250	14,735
10	12,490	13,765	14,250	14,735	15,215
11	12,865	14,250	14,735	15,215	15,700
12		14,735	15,215	15,700	16,185
13		15,215	15,700	16,185	16,665
14		15,700	16,185	16,665	17,150
15		16,185	16,665	17,150	17,635
16		16,665	17,150	17,635	18,120

Teachers who have been at the maximum of any scale for one year or more shall receive \$800 in addition to their 1976-1977 salaries.

Nurses who have been at the maximum of the scale for one year or more shall receive \$675 in addition to their 1976-1977 salaries.

SCHEDULE B:            SECRETARY TO PRINCIPAL

<u>STEP</u>	<u>SALARY</u>
1	6,555
2	6,825
3	7,095
4	7,365
5	7,630
6	7,900
7	8,170
8	8,465
9	8,705
10	8,975
11	9,245

Secretaries who have been at the maximum of the scale for one year or more shall receive \$600 in addition to their 1976-1977 salaries.

SCHEDULE C:            CUSTODIANS

<u>STEP</u>	<u>CHIEF</u>	<u>ASST. CHIEF</u>	<u>CUSTODIANS</u>
1	8,220	7,170	6,735
2	8,545	7,495	7,060
3	8,870	7,820	7,385
4	9,190	8,140	7,705
5	9,515	8,465	8,030
6	9,835	8,785	8,350
7	10,160	9,110	8,675
8	10,480	9,430	8,995
9	10,805	9,755	9,320
10	11,125	10,075	9,640
11	11,450	10,400	9,965

Custodians who have been at the maximum of the scale for one year or more shall receive \$600 in addition to their 1976-1977 salaries.

A \$300 increment will be paid to employees who have served 20 or more years in the Stratford School District.

Custodians having a Black Seal License will receive \$100 additional increment to their stop on the salary schedule.

BOARD OF EDUCATION OF THE  
BOROUGH OF STRATFORD

BY: Melvin J. Lowden  
MELVIN LOWDEN, President

Helen A. Bowman  
HELEN A. BOWMAN, Secretary

Kenneth D. Roth  
KENNETH D. ROTH, ESQUIRE  
Negotiator

Dated: Feb. 21, 1977

STRATFORD EDUCATION ASSOCIATION

BY: Charles J. Rand  
President

Winifred M. Parnell  
Negotiation Chairman

Mary N. Burns  
Secretary

Dated: February 18, 1977