

A G R E E M E N T

Between

NEWTON BOARD OF EDUCATION

-and-

NEWTON TEACHERS ASSOCIATION

X JULY 1, 1986 -to- JUNE 30, 1988

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THIS AGREEMENT, made this ^{9th} day of July, 1986 by and between THE BOARD OF EDUCATION OF THE TOWN OF NEWTON, in the County of Sussex, hereinafter referred to as "the Board of Education" or "the Board", party of the first part, and THE NEWTON TEACHERS ASSOCIATION, hereinafter referred to as "the NTA" or "the Association", party of the second part,

WITNESSETH, that in consideration of the mutual covenants and agreements herein contained, it is covenanted and agreed between the parties as follows:

ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for all certificated personnel not engaged as supervisory employees or Directors and who comprise the unit hereunder as follows:

- | | |
|------------------------|-------------------------|
| 1. Teachers | 5. Unit Leaders |
| 2. Guidance Counselors | 6. Coaches |
| 3. Nurses | 7. Teachers - Extra Pay |
| 4. Department Heads | |

B. Unless otherwise indicated, the term "teachers" when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiations unit as defined above, and reference to male teachers shall include female teachers.

C. It is expressly noted that the teachers compensated by an hourly rate of pay are not covered by this Agreement.

D. The term "supervisory employee" is hereby defined as meaning an employee having the power to hire, evaluate, discharge, discipline or effectively recommend the same.

E. All other individuals employed by the Board not specifically enumerated above are excluded from the negotiations unit.

ARTICLE II

NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123,

Public Laws of 1974. The parties further agree to make every reasonable effort to begin preliminary discussions concerning negotiations procedures sometime during the month of October of the calendar year preceding the calendar year in which this Agreement expires. On or about November 15, the Board will receive the proposals of the Association and substantive negotiations will begin at a mutually agreeable date but no later than January 15.

B. Any agreements so negotiated shall apply to all teachers, be reduced to writing, be adopted and signed by the Board and the Association.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definitions of Grievance

A "grievance" is a written claim based upon an event or condition which deleteriously affects the welfare and/or terms and conditions of employment of a teacher or a group of teachers and/or the interpretation, meaning, or application of any of the provisions of this Agreement. Such a written claim may be filed by a teacher, group of teachers, or the Association on behalf of and at the request of a teacher or group of teachers. A "grievance" is also a written claim by the Board based upon any dispute with the Association, including a dispute with respect to the interpretation, meaning or application of any of the provisions of this Agreement.

B. Purpose

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

C. Procedures - Teacher Grievance

1. Within twenty (20) school days after the occurrence of an event from which a grievance arises, the grievance shall be submitted in writing to the department head or immediate superior of the affected teacher(s).

2. If the matter is not satisfactorily resolved at level one within five (5) school days, the grievance shall be submitted in writing to the Vice Principal or Principal

as appropriate, who shall respond in writing within five (5) school days.

3. If the matter is not satisfactorily resolved at level two, the decision of the Vice Principal or Principal may be appealed to the Superintendent of Schools. Such appeal shall be in writing, and shall be submitted within five (5) school days after receipt of the decision of the Vice Principal or Principal. The Superintendent shall respond in writing within five (5) school days after receipt of the appeal, and shall submit a copy of such response to the Association.

4. If the matter is not satisfactorily resolved at level three, and if the Association determines that further proceedings are necessary and advisable, the decision of the Superintendent may be appealed by the Association to the Board. The Association shall submit such appeal in writing to the Board within fifteen (15) days after receipt of the Superintendent's decision. The Board shall grant a date for a hearing on the grievance and shall render a written decision on any such appeal within fifteen (15) school days after receipt of the appeal.

5. If the matter is not satisfactorily resolved at level four, the Board's decision may be submitted to advisory arbitration. The Association shall notify the Board, in writing, of the submission to arbitration within fifteen (15) school days after receipt of the Board's decision.

6. Within ten (10) school days after written notice of submission to arbitration, the Board and the representative of the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association in the selection of an arbitrator.

7. The arbitrator so selected shall confer with the representatives of the Board and the representatives of the Association and hold hearings promptly and shall issue his decision not later than twenty (20) days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted. The arbitrator's decision shall be in writing and shall set forth findings of fact,

reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which is violative of the terms of the Agreement. The decision of the arbitrator shall be submitted to the Board and the Association.

8. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

D. Procedures - Board Grievances

Grievances initiated by the Board shall be submitted directly to the Association, in writing, within twenty (20) school days after their occurrence. The Association shall respond in writing within fifteen (15) days after receipt of the grievance. If the matter is not thereby satisfactorily resolved, the Board may submit the matter to advisory arbitration. The Board shall notify the Association, in writing, of the submission to arbitration within fifteen (15) school days after receipt of the Association's response. Thereafter the matter shall proceed to arbitration as provided for in paragraphs C(6), C(7), C(8) above.

E. Miscellaneous

1. In presenting his/her grievance, the teacher shall be assured freedom from prejudicial action.

2. Prior to each appeal, the teacher shall inform in writing the authority who last rendered a decision that he/she intends to appeal to the next higher authority.

3. Any aggrieved person may be present at all stages of the grievance procedure or be represented by representatives selected or approved by the Association. When a teacher on the membership list of the NTA is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

4. If, in the judgment of the representatives of the Association, a grievance affects a group or class of teachers, the representatives of the Association may submit such grievance in writing to the Superintendent of Schools directly.

5. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

6. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent of Schools and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

ARTICLE IV

ASSOCIATION RIGHTS AND PRIVILEGES

A. The Board agrees to furnish to the Association in response to reasonable requests from time to time, all information prepared for and/or available to the public, and such other public information that shall assist the Association in developing programs on behalf of the teachers together with information which may be necessary for the Association to process any grievance.

B. Representatives of the Association, Sussex County Education Association, the New Jersey Education Association, and the National Education Association shall be permitted to transact official Association business on school property at all reasonable times, in accordance with existing Board policies, provided that this shall not interfere with or interrupt normal school operations.

C. The Association shall have the right to use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use in accordance with existing Board policy. The Association shall pay for the actual cost of all materials and supplies incident to such use.

D. The Association shall have, in each school building, the use of a bulletin board in each faculty room. Copies of all materials to be posted on such bulletin boards shall be given to the building principal.

E. The Board of Education will provide the NTA with a copy of its Agenda and Minutes for every public meeting of the Board. Said Agenda shall be mailed or delivered before the meetings no later than they are delivered or mailed to members of the Board of Education.

ARTICLE V

SALARIES

A. The salaries of all teachers covered by this Agreement are set forth in Schedule "A" which is attached hereto and made a part hereof.

B. Application

The following guides shall apply to all personnel who are properly certificated by the State Department of Education, and who are employed under contract, or who have previously acquired tenure in Newton under the provisions of Title 18A:28-4, 5 and 6 - Revised Statutes.

C. Exclusions

The provisions of these guides shall not apply to persons employed as substitutes for contract teachers, nor persons employed on a temporary or annual basis to fill vacant positions. Such temporary non-contract employees shall be paid such salary as the Board shall determine, provided the total salary or fraction paid shall not exceed that paid for a teacher of the lowest class of equal training and experience, as defined in these guides.

D. Salary Guide Differentiations

Where salary guides for professional staff members have been differentiated, all course credits shall be earned from a college or university approved by the State of New Jersey and the following differentiations will be recognized:

1. Class "A" personnel are those teachers who have received the Bachelor's Degree or 128 undergraduate credits from a State Education Department recognized College or University.
2. Class "B" personnel are those teachers who hold a Bachelor's Degree plus 20 graduate credits from a State recognized College or University.
3. Class "C" personnel are those teachers who hold a Master's Degree from a State recognized College or University.

4. Class "D" personnel are those teachers who hold the Master's Degree plus 20 hours of graduate credits from a State recognized College or University.

5. Class "E" personnel are those teachers who hold the Master's Degree plus 40 hours of graduate credits from a State recognized College or University.

6. Class "F" Education Specialist Degree Personnel, or Doctorate, or Master's Degree plus 60 credits from a State recognized College or University.

E. Classification Improvement

1. Classification Improvement, under this provision, may be accomplished by the presentation of official evidence, over the College seal, that the teacher has been awarded a degree or advanced degree, or 20 graduate credits beyond the Bachelor's Degree or 20, 40, or 60 credits beyond the Master's Degree. Salary credit will be granted on October 1 and April 1 of any school year provided that official notification is made to the Superintendent of Schools prior to those dates.

2. When a new classification level has been earned, all course credits granted under previous Board policies, through June 30, 1964, shall become a part of the salary paid for the higher classification. This provision will not result in a reduction in total salary paid any staff member.

3. Nothing in this guide shall be constructed to conflict with the State Salary Scale, and any staff member whose current position on this or future guides is below the State Salary Scale shall receive a Double Increment, or more as specified in the State Salary Law, and continue to receive such double increments until the salary is properly adjusted.

4. No classification improvement may be earned on the basis of non-credit courses taken at the undergraduate, graduate or post-doctorate levels unless a course receives the prior written approval of the Superintendent.

F. Salary Guide Credit - Other Than Teaching

1. Personnel claiming credit for experience in other teaching or related situations, or military service will be required to produce proof of the validity of such claims, and no salary credit is to be given in the absence of such validity. Credit for military service shall be equal to the

time served, but not for more than four (4) years. Credit for teaching and related experience shall be equal to the time served, or less, as the Board of Education shall determine upon the recommendation of the Superintendent of Schools.

2. Teachers as described in Chapter 164 of the Public Laws of 1963 under 1, Definition of Terms, or Military Service, as described in Chapter 164 of the Public Laws of 1963 under 6, Military Service Credit, will receive a longevity allowance in addition to basic salary as follows:

After 15 years of employment	\$ 300.
After 20 years of employment	600.
After 25 years of employment	900.
After 30 years of employment	1,200.
After 35 years of employment	1,500.

Such additional increments shall in all cases be given only on the recommendation of the Superintendent of Schools and with the approval of the Board of Education. In all cases under this regulation, at least 2/3 of the total experience credited must have been served in the Newton Public Schools.

G. Special Conditions

1. Eleven (11) Month Contracts - All 11 month contract personnel will receive the basic salary plus 10% of such basic salary.

2. Twelve (12) Month Contracts - All 12 month contract personnel will receive the basic salary plus 20% of all such basic salary.

3. Extra Pay for Extra Service - Supplementary guides shall regulate extra pay for extra service which guides shall include coaching salaries. Schedule "B" - Co-curricular Activities; Schedule "C" - Coaching Activities; Schedule "D" - Leadership Activities which are attached hereto and made apart hereof will apply for the school year indicated and thereafter unless changed by this Agreement. Salaries for all three supplementary guides will be based on experience with steps for no experience (0); one year of experience (1); two years of experience (2); three years of experience (3); and four years of experience (4). Salaries on Schedules "B" and "C" will be indexed to the appropriate salary based on the salary of the FOOTBALL HEAD COACH at all five experience

levels. Schedule "D" will not be so based. The indices for Schedules "B" and "C" are indicated as follows:

For The School Year 1986-87

Position	Title	Index
Schedule "B" - Co-curricular Activities Newton High School		
1B	BAND FRONT	.330
2B	CHEERLEADERS	.380
3B	CLASS ADVISOR, Freshmen	.125
4B	CLASS ADVISOR, Sophomore	.175
5B	CLASS ADVISOR, Junior	.225
6B	CLASS ADVISOR, Senior	.300

Class advisors will move up in experience from year to year. A person advising a class for the first time with no experience will begin at the zero step and move up to the one, two, and three steps as they move through the four years. A person taking a class with previous experience will be placed on the appropriate step and move up from there to a maximum of the fourth step for each of the years in which that person would have had four years experience or more as a Class Advisor.

7B	FFA (2), AIASA (2) DECA, FRENCH, LATIN, GERMAN, SPANISH, HEALTH, SECRETARIAL, MADRIGALS, SKI CLUB ADVISORS	.100
8B	DRAMATICS DIRECTOR*	.300
9B	Assistant (Musical)*	.200
10B	Assistant (Technical)*	.200
11B	MARCHING BAND DIRECTOR	.430
12B	Assistant	.330
13B	NATIONAL HONOR SOCIETY	.100
14B	CALLIOPE	.300
15B	STUDENT COUNCIL	.460
16B	Assistant	.320
17B	TEEN ARTS FESTIVAL	.125
18B	YEARBOOK	.615
19B	Assistant	.200

HALSTED STREET SCHOOL

20B	ART DECORATIONS	.200
21B	AUDIO VISUAL	.250
22B	DRAMATICS	.200
23B	Assistant	.150
24B	ELEMENTARY CHEERLEADERS	.250
25B	SAFETY PATROL	.100
26B	STUDENT COUNCIL	.200
27B	YEARBOOK	.100
28B	COMPUTER COORDINATOR	.100

MERRIAM AVENUE SCHOOL

29B	ART DECORATIONS	.200
30B	AUDIO VISUAL	.250
31B	DRAMATICS	.200
32B	COMPUTER COORDINATOR	.100

*-per play

Schedule "C" - Coaching Activities

SYSTEM-WIDE

	DIRECTOR OF TRAINING	
1C	FACILITIES - Fall	.472
2C	- Winter	.314
3C	- Spring	.314
4C	BASKETBALL HEAD (boys)	.900
5C	Assistant Secondary	.630
6C	Assistant Elementary	.550
7C	BASKETBALL HEAD (girls)	.900
8C	Assistant Secondary	.630
9C	Assistant Elementary	.550
10C	TRACK HEAD (boys)	.700
11C	Assistant Secondary	.490
12C	TRACK HEAD (girls)	.700
13C	Assistant Secondary	.490
14C	WRESTLING HEAD COACH	.900
15C	Assistant Secondary	.630
16C	Assistant Elementary	.593

NEWTON HIGH SCHOOL

17C	BASEBALL HEAD COACH	.800
18C	Assistant	.560
19C	BOWLING COACH	.470
20C	FIELD HOCKEY HEAD COACH	.800
21C	Assistant	.560

22C	FOOTBALL HEAD COACH	1.000
23C	Assistant	.700
24C	INTRAMURALS	.200
25C	GOLF COACH	.600
26C	SOCCER HEAD COACH	.800
27C	Assistant	.560
28C	SOFTBALL HEAD COACH	.800
29C	Assistant	.560
30C	TENNIS COACH	.600

Schedule "D" - Leadership Activities

NEWTON HIGH SCHOOL

1D Department Chairman

HALSTED STREET SCHOOL

2D Community Leader

MERRIAM AVENUE SCHOOL

3D Unit Leader

For The School Year 1987-88

Position	Title	Index
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Schedule "B" - Co-curricular Activities
Newton High School

1B	BAND FRONT	.330
2B	CHEERLEADERS	.380
3B	CLASS ADVISOR, Freshmen	.125
4B	CLASS ADVISOR, Sophomore	.175
5B	CLASS ADVISOR, Junior	.225
6B	CLASS ADVISOR, Senior	.300

Class advisors will move up in experience from year to year. A person advising a class for the first time with no experience will begin at the zero step and move up to the one, two, and three steps as they move through the four years. A person taking a class with previous experience will be placed on the appropriate step and move up from there to a maximum of the fourth step for each of the years in which that person would have had four years experience or more as a Class Advisor.

7B	FFA (2), AIASA (2) DECA, FRENCH, LATIN, GERMAN, SPANISH, HEALTH, SECRETARIAL, MADRIGALS, SKI CLUB ADVISORS	.100
8B	DRAMATICS DIRECTOR*	.300
9B	Assistant (Musical)*	.200
10B	Assistant (Technical)*	.200
11B	MARCHING BAND DIRECTOR	.430
12B	Assistant	.330
13B	NATIONAL HONOR SOCIETY	.100
14B	CALLIOPE	.300
15B	STUDENT COUNCIL	.460
16B	Assistant	.320
17B	TEEN ARTS FESTIVAL	.125
18B	YEARBOOK	.615
19B	Assistant	.200

HALSTED STREET SCHOOL

20B	ART DECORATIONS	.200
21B	AUDIO VISUAL	.250
22B	DRAMATICS	.200
23B	Assistant	.150
24B	ELEMENTARY CHEERLEADERS	.250
25B	SAFETY PATROL	.100
26B	STUDENT COUNCIL	.200
27B	YEARBOOK	.100
28B	COMPUTER COORDINATOR	.100

MERRIAM AVENUE SCHOOL

29B	ART DECORATIONS	.200
30B	AUDIO VISUAL	.250
31B	DRAMATICS	.200
32B	COMPUTER COORDINATOR	.100

*-per play

Schedule "C" - Coaching Activities

SYSTEM-WIDE

	DIRECTOR OF TRAINING	
1C	FACILITIES - Fall	.472
2C	- Winter	.314
3C	- Spring	.314
4C	BASKETBALL HEAD (boys)	.900
5C	Assistant Secondary	.630

6C	Assistant Elementary	.512
7C	BASKETBALL HEAD (girls)	.900
8C	Assistant Secondary	.630
9C	Assistant Elementary	.512
10C	TRACK HEAD (boys)	.700
11C	Assistant Secondary	.490
12C	TRACK HEAD (girls)	.700
13C	Assistant Secondary	.490
14C	WRESTLING HEAD COACH	.900
15C	Assistant Secondary	.630
16C	Assistant Elementary	.552

NEWTON HIGH SCHOOL

17C	BASEBALL HEAD COACH	.800
18C	Assistant	.560
19C	BOWLING COACH	.438
20C	FIELD HOCKEY HEAD COACH	.800
21C	Assistant	.560
22C	FOOTBALL HEAD COACH	1.000
23C	Assistant	.700
24C	INTRAMURALS	.200
25C	GOLF COACH	.600
26C	SOCCER HEAD COACH	.800
27C	Assistant	.560
28C	SOFTBALL HEAD COACH	.800
29C	Assistant	.560
30C	TENNIS COACH	.600

Schedule "D" - Leadership Activities

NEWTON HIGH SCHOOL

1D Department Chairman

HALSTED STREET SCHOOL

2D Community Leader

MERRIAM AVENUE SCHOOL

3D Unit Leader

Persons designated as Department Chairman, Community Leader or Unit Leader shall be paid at the appropriate experience level on Schedule "D" attached herein. Those persons whose Department, Community or Unit shall have more

than five (5) members shall be reimbursed at the rate of \$30 for each additional member. In determining eligibility for extra remuneration under this paragraph, the Chairman/Leader shall be counted as one of the five (5).

4. Staff working on a part time basis at the time of the adoption of this Agreement shall be given a full year's credit for each half year worked on the experience matrix.

5. Placement of a teacher on the experience matrix can be determined individually in circumstances that are deemed to be extraordinary by the Superintendent and the Board of Education.

6. No full time teacher in the first year of this Agreement (1986-87) shall receive an increase of less than \$985.

H. Tuition Reimbursement

1. When a teacher agrees to a request by the Superintendent to enroll in specific graduate courses or training sessions conducted by a college or university the cost of tuition and textbooks will be reimbursed by the Board of Education. Mileage (at the rate of twenty cents per mile) will be reimbursed by the Board of Education. Reimbursement will be made only after the teacher provides evidence that the grade attained has met a level acceptable to the Superintendent. This level shall be included in the original written confirmation for the course or training. Appropriate receipts to show amounts expended must also be submitted.

1-a. Reimbursement for Fall courses shall take place in February. Reimbursement for Spring and Summer courses shall take place in October.

1-b. The teacher must have a contract with the Board which is in full force and effect at the time of reimbursement. Nor shall there be any letter of resignation on file at the time.

2. Beginning July 1, 1986, the Board of Education will provide \$6,000 yearly for tuition reimbursement at the current state college rate for credits taken leading to a Master's Degree. Reimbursement will be for course tuition only. No prior Board approval is required under this provision. Payment will be made at the conclusion of the school

year based upon transcripts submitted to the Superintendent by the NTA on behalf of its membership. And should the reimbursement exceed the \$6,000 total, the amount will be prorated. Class "C" personnel and above are not eligible for tuition reimbursement.

I. General Conditions

1. Limits of Salary at Initial Employment

A staff member initially hired for the school year 1964-1965 and in subsequent years, will receive a salary which is no more than that paid to currently employed staff members who are receiving the least salary at each classification level.

2. Permanent

A highly qualified person trained for a special field in which salaries are generally above those provided by the teachers' salary guide may be paid a differential while salaries in that special field remain above the guide.

J. Salary Checks

Teachers of the Newton Public Schools will be paid on the fifteenth and thirtieth day of each month, September through June, except in certain special cases approved by the Superintendent of Schools.

ARTICLE VI

TEMPORARY LEAVES OF ABSENCE

A. Personal Illness

1. Absences for this cause shall be allowed and shall include pay not exceeding ten (10) school days' time in any one year.

2. If less than ten (10) school days of allowed sick leave is taken in any school year, then the number of days not utilized shall be cumulative, beginning from the date of the teacher's current continuous employment by the Board, to be available for additional sick leave in subsequent school years, indefinitely.

3. Absences on sick leave always shall be charged first to the ten day allowance for the current school year (paragraph 1), until it is fully utilized and thereafter, to the cumulative credit, to the extent that such credit is available.

4. In all absences under this section of five (5) consecutive school days or more, a teacher must file a physician's certificate with the principal who will forward same to the Superintendent of Schools.

B. Illness In the Family

Where personal presence is advisable because of the critical illness of a) parent, brother, sister, husband, wife, child, or b) any other relative living in the teacher's immediate family household, absence will be allowed:

1. for a period of five (5) days per year, non-cumulative.
2. thereafter without pay.

Section B is introduced primarily to provide for personal presence in an emergency, but not for extended personal care.

C. Death

1. Absences due to a death in the teacher's immediate family or household, including father-in-law and mother-in-law, shall be allowed with pay, for the required period not exceeding four (4) school days in each such case.

2. Absences due to the death of a grandparent, grandchild, nephew, niece, aunt, uncle, cousin, brother-in-law, sister-in-law, daughter-in-law, or son-in-law, or other relative not living with the immediate family of a teacher will be allowed, with pay, for the day of the funeral.

3. The name and address of the deceased and the relationship of the deceased to the teacher must be made known upon request.

D. Marriage

Absences on account of marriage or to attend weddings of relatives or friends may be allowed upon request, but shall be without pay.

E. Quarantine

Absences due to quarantine on account of a contagious disease, when such quarantine is not due to personal illness, shall be allowed, with pay, provided that a certificate from the health officer of the community or a school physician is presented and filed with the Superintendent of Schools.

F. Personal Business

1. Absences not exceeding three (3) days per school year, with pay, but not accumulative, shall be allowed but only by permission of the Superintendent of Schools, after written request. All absences approved by the Superintendent of Schools in excess of three (3) days per school year shall be without pay. Such days may not be taken the day immediately prior to or following a day or days of vacation for the singular purpose of extending a vacation period. It is recognized that a crisis situation unrelated to the extension of a vacation period may from time to time develop in which the Superintendent's prior approval cannot be obtained. Applications for approval, after such fact, may be approved at the Superintendent's discretion.

2. Unused personal business days will be converted to accumulative sick days according to the following:

2 unused days = 1 accumulative sick day
1 unused day = $\frac{1}{2}$ accumulative sick day

Conversion will take place on June 30th of each year. Accumulated sick days will be credited for following school year.

G. Court Order

Absences from school by reason of subpoena by any court shall be allowed, with pay, provided that the subpoena is filed with the Superintendent of Schools, and provided that the staff member is not a party in the action.

H. Professional Leave

Professional absence with pay not exceeding three (3) consecutive days may be granted to a staff member by the Superintendent of Schools.

I. Fireman, Service as a Volunteer

1. When a teacher of this school district is engaged in fighting an active fire as part of a responsibility as a duly enlisted fireman at that time when that employee would normally be expected to appear for work in this school district, the employee or a designee shall call or otherwise notify the school system that such fire service will cause delay or deny the opportunity to attend to school duties of a part or all of said day.

2. If when requested, the volunteer fireman shall detail the circumstances for this absence and process same through the appropriate administrative office; such leave shall be with pay.

ARTICLE VII

EXTENDED LEAVES OF ABSENCE

A. Association Activities

1. The Board agrees that up to two tenure teachers designated by the Association shall, upon request, be granted a leave of absence without pay for one school year for the purpose of engaging in activities of the Association or its affiliates.

2. The contract for the year in which the teacher is scheduled to return to full-time service must be returned signed or unsigned no later than one (1) month after date of issuance. The teacher who intends to return to full-time service must indicate the intention to do so no later than April 15, previous to the school year the teacher is scheduled to return.

B. Peace Corps, Vista, etc.

A leave of absence without pay of up to two (2) years shall be granted to any tenure teacher who joins the Peace Corps, Vista, National Teacher Corps, or serves as an exchange teacher or overseas teacher, and is a full-time participant in either of such programs, or accepts a Fulbright Scholarship.

The contract for the year in which the teacher is scheduled to return to full-time service must be returned signed or unsigned no later than one month after date of issuance. The teacher who intends to return to full-time service must indicate the intention to do so no later than April 15, previous to the school year the teacher is scheduled to return.

C. College Teaching

A teacher on tenure shall be granted a leave of absence without pay for up to one (1) year to teach in an accredited college or university.

The contract for the year in which the teacher is scheduled to return to full-time service must be returned signed or unsigned no later than one month after date of issuance. The teacher who intends to return to full-time service must indicate the intention to do so no later than April 15, previous to the school year the teacher is scheduled to return.

D. Child Care Leave

1. Maternity/Child Care Leave

A female employee who becomes pregnant may remain in her job so long as her condition does not prevent efficient and thorough performance of her duties. When she becomes disabled, she may either receive sick leave to the extent that such leave has been earned, credited and is unused, or, if tenured, unpaid leave or both when granted in sequence. In the event of a difference of opinion between a pregnant teacher and the Board of Education, regarding her ability to offer an efficient and thorough performance level, a written positive certification from her physician re/such question will be binding on both parties. Maternity/Child Care Leave for tenure teachers only, will be granted from the date on which it commences to the opening of any fall term but in no case for more than a three (3) year period. A teacher on Maternity/Child Care Leave who wishes to return to full-time service after full term, but prior to the expiration of the Board approved leave may return upon the opening of a position for which the teacher is fully certified, and upon the presentation of a positive written certification from her physician that she is able to offer an efficient and thorough teaching performance. No teacher on Maternity/Child Care Leave shall, on the basis of said leave, after full term, be denied the opportunity to substitute in the Newton

School District in the area of her certification or competence.

2. Adoption/Child Care Leave

Any tenure teacher adopting an infant child may receive a leave of absence which leave shall commence upon receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption, but in no case with less than thirty (30) days written notice to the Superintendent of Schools. Such leave shall be of the same duration as Maternity/Child Care Leave as defined in Section 1 above. Adoption/Child Care Leave will be granted for tenure teachers only, but in no case for more than a three (3) year period. No teacher on such leave shall, on the basis of said leave, be denied the opportunity to substitute in the Newton School District in the area of his or her certification or competence.

3. Child Care Leave

A tenure teacher whose presence is required to care for a dependent child may be granted a leave of absence without pay upon approval of the Superintendent from the date on which it commences to the opening of any Fall term but in no case for more than three (3) years. No teacher on such leave shall be denied the opportunity to substitute in the Newton School District in the area of his or her certification and competence.

4. A teacher on any Child Care Leave [paragraphs D(1), D(2), D(3)] shall not receive increment or seniority credit for the time spent on leave. All benefits to which a teacher was entitled at the time the leave commenced and not utilized during the leave shall be restored upon return.

5. Non-tenure teachers may at the discretion of the Board be entitled to the leave provisions noted above [paragraphs D(1), D(2), D(3), D(4)], except that any leaves granted to non-tenure teachers may not extend beyond the term of their individual contract of employment.

E. Sickness in Immediate Family

A leave of absence without pay of up to one (1) year may be granted for the purpose of caring for a sick member of a tenure teacher's immediate family. Additional leave may be granted at the

discretion of the Board. Request for leave shall be in writing and will set forth the specifics of why leave has been requested, including name of persons to be cared for under Section E and the relationship of such person to the teacher.

The contract for the year in which the teacher is scheduled to return to full-time service must be returned signed or unsigned no later than one (1) month after date of issuance. The teacher who intends to return to full-time service must indicate the intention to do so no later than April 15, previous to the school year the teacher is scheduled to return.

F. Other Leaves

Other leaves of absence without pay may be granted by the Board for good reason.

G. Renewal Leave

A teacher who has completed at least seven (7) full school years of service in the Newton School District may be granted renewal leave without pay for a full school year. Such leave shall be granted only under the following conditions:

1. that the request for leave be made in writing to the Superintendent and the reasons for the leave be stated.
2. that there be a sufficient number of qualified applicants to replace the teacher on leave.
3. that the leave be approved by the Superintendent and the Board.
4. that no more than two (2) teachers be granted leave in any school year.

A teacher on renewal leave shall not receive increment or seniority credits for the time spent on leave. All benefits to which a teacher was entitled at the time leave commenced shall be restored upon return.

H. Return from Leave

1. Upon return from leave granted pursuant to Section B or C, of this article, a teacher shall be considered as if actively employed by the Board during the leave and shall be placed on the salary schedule at the level which would have been achieved without the absence provided, however, that

time spent on said leave shall not count toward the fulfillment of the time requirements for acquiring tenure. A teacher shall not receive increment credit for time spent on a leave granted pursuant to Sections A, D, E, F or G of this Article, nor shall such time count toward the fulfillment of the time requirements for acquiring tenure.

2. All benefits to which a teacher was entitled at the time leave of absence commenced, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored upon return, and the teacher shall be assigned to the same position held at the time said leave commenced, if available or, if not, to a substantially equivalent position.

I. Extension or Renewals of Leave

All extensions or renewals of leave shall be applied for by April 15 of the year in which leave is requested in writing and may be granted at the Board's discretion.

J. Leave of Absence for Pleasure or Vacation

Any teacher requesting permission for a leave of absence for any purpose shall submit a letter to the Superintendent of Schools stating the reason or reasons for the request. The Superintendent of Schools is directed to deny all requests for leave when the purpose is for pleasure or vacation.

K. Leave for Personal Health and Family Hardship

Upon the recommendation of the Superintendent, the Board of Education may permit members of the professional staff to take leaves not in excess of one (1) year in length for rest, restoration of health, or the alleviation of hardship involving themselves or their immediate families.

L. Sabbatical Leaves

1. A sabbatical leave may be granted to a teacher by the Board of Education for graduate study in a teacher's field of specialization and certification, or for other reasons of value to the school system. A sabbatical may not be granted without the approval of the Superintendent of Schools.

2. Sabbatical leave may be granted subject to the following conditions:

- a. If there are sufficient qualified applicants, sabbatical leave shall be granted to a maximum of three (3) teachers at any one time. Sabbatical leaves shall be for a full academic year only.
- b. Request for sabbatical leave must be received by the Superintendent in writing giving full detail concerning the purpose, school and other relevant information concerning the sabbatical, no later than January 1, and action must be taken on all such requests no later than March 1, of the school year preceding the school year for which sabbatical leave is sought.

3. To qualify for sabbatical leave under the terms of this provision, the teacher must have completed a minimum of fifteen (15) years of full service in the Newton School District. The granting of a sabbatical leave is contingent upon the Board obtaining a replacement teacher no later than March 1 of the year before the proposed sabbatical, who in the sole opinion of the Board of Education is a fitting and appropriate replacement for the sabbatical teacher giving due regard to the experience of the teacher being replaced, the requirements of the courses being taught by that teacher and the best interests of the school district.

4. A teacher on sabbatical leave shall be paid by the Board of Education at a rate of fifty (50%) percent of the salary which he would have received if he had remained on active duty. Any teacher who receives a sabbatical shall sign an agreement in which he commits to teach a least two (2) more full academic years in the Newton School System. The teacher shall specifically agree that failure to abide by the terms of the agreement shall require full repayment to the Board of salary received during the sabbatical leave. Repayment of all salary must be made within a period of two (2) years.

5. Upon return from sabbatical leave a teacher shall be placed on the salary schedule at the level which said teacher would have achieved had he remained actively employed in the system. However, the teacher shall receive seniority but no longevity credit for the year of the sabbatical.

ARTICLE VIII

INSURANCE PROTECTION AND LIMITATION

A. All teachers and their dependents may be covered by Blue Cross, Blue Shield and Rider J benefits (14/20 plan) Major Medical and a family dental plan at Board expense, upon written application to the Board Secretary for such coverage. The first day of such coverage will yearly commence on the employee's first day of contractual obligation to the district.

B. Other group insurance plans can be made available to the teachers at their expense.

C. The Superintendent of Schools is directed to investigate from time to time the protection offered by any of the various plans available and the service offered by the currently contracted carrier, and to recommend a change in carrier, if appropriate. The Board may change insurance carriers provided advance notice of at least thirty (30) days is given to the Association and substantially similar coverage is provided. If the Association contends that the proposed coverage is not substantially similar, the dispute shall be resolved by the use of expedited binding arbitration conducted under the rules and procedures of the American Arbitration Association, provided, however, that the arbitrator shall issue a decision and award no later than August 1 preceding the commencement of the school year during which the proposed coverage is to take effect. It is understood and agreed that the use of binding arbitration shall not be applicable to any other dispute or grievance arising out of this Agreement.

D. Transitional Coverage -- The Board shall provide at employee's expense transitional health care insurance after retirement on the terms detailed in the master policies and contracts agreed upon by the Board and the Association.

E. The Board may provide to any teacher on an approved unpaid leave of absence, at teacher's expense, subject to availability, all insurance that he/she is legally entitled to under the terms of this contract, if so requested by the teacher in writing at the time of the requested leave of absence.

ARTICLE IX

DEDUCTION FROM SALARY

A. 1. The Board agrees to deduct from the salaries of its teachers dues for the Newton Teachers Association, the Sussex County Education Association, the New Jersey Education Association or the National Education Association or any one or any combination of such associations as said teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967 (NJSA 52:14-15.9e) and under rules established by the State Department of Education. Said monies together with records of any corrections shall be transmitted to the Treasurer of the Newton Teachers Association by the 15th of each month following the monthly pay period in which deductions were made. The Association Treasurer shall disburse such monies to the appropriate association or associations. Teacher authorizations shall be in writing in the form set forth below:

AUTHORIZATION
TO DEDUCT ASSOCIATION MEMBERSHIP DUES

Name _____ Soc. Sec. No. _____

School Building _____ District _____

To: Disbursing Officer _____ Board of Education

I hereby request and authorize the above named disbursing officer to deduct from my earnings an amount sufficient to provide for the payment of those yearly membership dues as certified by the organizations indicated in equal monthly payments for all or part of the current school year. I understand that the disbursing officer will discontinue such deductions only if I file such notice of withdrawal as of January 1 next succeeding the date on which notice of withdrawal is filed. I also agree that upon termination of employment, the disbursing officer shall deduct any remaining amount due for that current school year. I hereby waive all right and claim for said monies so deducted and transmitted in accordance with this authorization, and relieve the governing board and all of its officers from any liability therefore.

I designate the _____ Association to receive dues and distribute according to the organization(s) indicated:

_____ Association

_____ County Education Association

New Jersey Education Association

National Education Association

2. Each of the associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

3. Additional authorizations for dues deduction may be received after August 1 under rules established by the State Department of Education.

4. The filing of notice of a teacher's withdrawal shall be prior to December 1, and become effective to halt deductions as of January 1 next succeeding the date on which notice of withdrawal is filed.

B. The Board agrees to deduct from teachers' salaries money for local, state and/or national association services and programs as said teachers individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to such association or associations. Any teacher may have such deductions discontinued at any time upon sixty (60) day's written notice to the Board and the appropriate association.

ARTICLE X

ASSOCIATION PRESIDENT

The Association President shall be relieved of "non-teaching duties", during tenure in office, if approved by a majority vote of the affected professional staff members.

ARTICLE XI

CERTIFICATION AND NOTIFICATION OF CONTRACT

A. Certification

The Board will hire only those teachers certificated by the Board of Examiners of the State of New Jersey or any agent

of the State Board of Examiners who is authorized to certify teachers.

B. Notification of Contract

Teachers shall be notified of their contract status for the ensuing year as directed by prevailing Statutes of the State of New Jersey.

ARTICLE XII

VOLUNTARY TRANSFERS AND REASSIGNMENTS

A. Notification of Vacancies

As vacancies arise, the Superintendent shall deliver to the Association and post in all school buildings a list of the known vacancies in positions covered by this Agreement which shall occur during the following school year.

B. Filing Requests

Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building shall file a written statement of such desire with the building principal and the superintendent.

C. The right and decisions of the Board and/or the Administration to make transfers and reassignments under this Article is not subject to the Grievance Procedure. Only the procedural aspects of this Article may be grieved.

ARTICLE XIII

INVOLUNTARY TRANSFERS AND REASSIGNMENTS

A. Use of Voluntary Requests

Vacancies in positions covered by this agreement will be filled by means of qualified available volunteers provided such volunteers are acceptable to the Administration.

B. 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 Newton School District, length of service

In the particular school building, and other relevant factors, including among other things, State and Federal laws, rules, regulations, or administrative directives shall be considered.

C. Meeting and Appeal

When involuntary transfers or reassignments are made, affected personnel shall receive written reasons for such actions.

D. Reassignments

A list of open positions in the school district shall be made available to all teachers being involuntarily transferred or reassigned. Such teachers may request the positions, in order of preference, to which they desire to be transferred. Teachers being involuntary transferred or reassigned shall be placed in a position which does not involve a reduction in compensation. This article applies to Salary Guide Schedule A positions only.

The right and decision of the Board and/or the Administration to make transfers and reassignments under this Article are not subject to the Grievance Procedure. Only the procedural aspects of this Article may be grieved.

ARTICLE XIV

TEACHER EVALUATION

A. General Criteria

1. Open Evaluation

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

2. Evaluation by Certificated Supervisors

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

3. Copies of Evaluation

A teacher shall be given a copy of any visit or evaluation report prepared by evaluators at least one day before any conference to discuss it. No such report shall be

submitted in any central office, placed in the teacher's file, or otherwise acted upon without prior conference with the teacher.

B. Procedure

1. Non-tenure teachers shall be evaluated at least three (3) times per year. A minimum period of 10 working days must elapse between evaluations. Tenure teachers shall be evaluated from time to time as deemed necessary or as requested by the Board.

2. The third evaluation for non-tenure teachers is due in the Superintendent's office on or before March 15 each year. In the event the evaluator determines that a fourth evaluation should be made, the teacher to be evaluated shall be notified in advance of such evaluation.

3. Each formal written report shall be based on a minimum of one (1) full teaching period of observation and shall include:

- a. Strengths of the teacher,
- b. Weaknesses of the teacher,
- c. Specific suggestion to the teacher to improve performance in areas wherein weaknesses have been noted.

4. It is required that the written report with results be discussed with the teacher in depth, within one week of the observation.

5. The staff member evaluated will be given an opportunity to write on the evaluation form any objections to or disagreements with the evaluator's written report.

6. The staff member evaluated will sign the evaluation form, and date same, to indicate that it has been seen and reviewed. A statement may be added by the staff member which indicates that the evaluation is not agreed to, in part or in whole.

7. Copies of each form will be given to the staff member evaluated, and sent or given to the Superintendent of Schools, on or before the due date.

8. Utilization of other administrators, supervisors and teaching staff members, to help improve those who wish to be helped, will be an integral part of the evaluation process. A record of such support and assistance will be kept, and affixed to the evaluation report.

ARTICLE XV

TEACHER RIGHTS

A. Required Meetings or Hearings

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

B. Evaluation of Pupils

1. Every teacher who grades pupils will develop an objective system of measurement, which system must be in compliance with Newton Board policy, Administrative Regulations and State and Federal Law. The grading system will be approved by the unit or department, by the immediate supervisor, the school principal and the Superintendent of Schools, and when approved will be in written form and will be made available to each concerned pupil and/or his or her parents, as appropriate. If subjective judgment is a factor in deriving a grade, the factor and its weight must be clearly identified and described. The teacher will maintain the right and responsibility for determining the initial grade and/or other initial evaluations of his or her pupils.

2. After appropriate conversations with a teacher and guidance counselor, any pupil or parent may request for review a given grade and such request will be advanced to a committee of teachers and administrators. The committee will be made up of one (1) teacher from the involved unit or department, but not one who gave the grade, the department head of each of the units or departments in the school, and the principal of the school.

3. The committee will hear all interested parties, including the teacher who gave the initial grade or evaluation, collect all pertinent evidence and after due deliberation, will offer a grade which will be final and binding on all parties.

C. Academic Freedom

The Board and the Association agree that the academic freedom is essential in the fulfillment of the purposes of the Newton School District, and they acknowledge the fundamental need to protect teachers from any censorship or restraint which might interfere with their obligation to pursue truth in the performance of their teaching functions.

ARTICLE XVI

ADMINISTRATORS ON DUTY

A. When schools are in session, an appropriately certified administrator shall be available in the district. Employees who do not hold administrative positions may agree to make administrative decisions but shall be relieved of all responsibility for their decisions when doing so.

ARTICLE XVII

EXTRA TEACHING DUTIES

A. Compensation for Sacrifice of Non-Teaching Time

1. In those cases where regular substitutes are not available, regular teachers who volunteer may be used as substitutes during their preparation time. In the absence of volunteers, a teacher may be assigned by an administrator to act as a substitute.

2. Volunteers and assigned substitutes shall be paid at the rate of \$10 per class covered.

3. Such coverage shall be arranged by the principal and shall be distributed as equitably as possible among the teachers of said school.

4. The teacher may choose to credit these periods. Each accumulation of five (5) periods will entitle the teacher to one (1) additional personal business day up to a maximum of three (3) business days.

5. A teacher who works less than the even multiple of five (5) periods will be compensated at the rate of \$10 per period.

B. Compensation for Combined Classes

Each period that a class or portion of a class is combined with another, the volunteer or assignee shall be paid at the rate of ten dollars (\$10) per period.

C. Compensation for Driving to Athletic Competitions

A coach who drives his/her team to a board approved athletic competition will be paid ten dollars (\$10) per competition. Payment will be made at the conclusion of the school year and should the number of trips exceed eighty (80), the \$800. will be prorated.

ARTICLE XVIII

SEPARATION BENEFIT

A. Any teacher, retiring after 25 years of service in education, will be reimbursed for accumulated sick leave at the rate of one half the daily substitute rate or \$17.50 per day, whichever is higher.

B. Fifteen of the 25 years must have been served in the Newton School District.

C. The maximum number of days to be credited for the purposes of calculations under this provision is Two Hundred (200).

D. Payment shall be made by separate check on the last day of employment.

ARTICLE XIX

FIELD TRIPS

A. Teacher participation in field trips which extend beyond the teacher's in-school work day, and overnight and weekend trips shall be voluntary.

ARTICLE XX

FULLY BARGAINED PROVISIONS

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE XXI

SEPARABILITY AND SAVINGS

A. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of law or by an administrative agency, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE XXII

MISCELLANEOUS PROVISIONS

A. Copies of this Agreement shall be printed at the expense of the Board and Association. Such cost shall be proportionate according to the number of copies requested by each party. All teachers now employed, or considered for employment by the Board shall be given a copy of said Agreement.

B. This Agreement shall remain in effect from July 1, 1986 to June 30, 1988.

IN WITNESS WHEREOF, the said parties have hereunto set their hands and seals this 8th day of July, 1986.

Attest:

The Board of Education of the
Town of Newton

Irma Stenvig-Becker
Irma Stenvig-Becker, Secretary

By: Edward Corbett
Edward Corbett, President

Attest:

The Newton Teachers Association

Pamela Farrell-Raynor
Pamela Farrell-Raynor, Secretary

By: Gary Wikander
Gary Wikander, President

NEWTON BOARD OF EDUCATION
Newton, N.J.

SCHEDULE A

TEACHERS' SALARY GUIDE - EFFECTIVE: July 1, 1986 through June 30, 1987

	A	B	C	D	E	F
Step	BA	BA+20	MA	MA+20	MA+40	MA+60, PHD/PD
A	19,485	20,430	22,269	22,741	23,213	23,685
B	19,855	20,800	24,035	24,507	24,979	25,451
C	20,416	21,361	24,199	25,247	26,295	27,343
D	21,591	22,536	25,410	26,458	27,506	28,554
E	22,876	23,675	26,376	27,424	28,225	30,256
F	23,850	24,795	27,588	28,840	29,641	31,042
G	25,351	26,296	29,015	30,267	31,068	31,869
H	26,850	27,795	30,462	31,288	32,114	32,940
I	27,973	28,967	31,634	32,460	33,275	34,101
J	29,676	30,229	33,263	34,832	34,861	35,687
K	31,383	32,328	34,513	36,082	36,619	37,156
L	32,796	33,424	36,240	37,071	37,806	38,541
M	34,029	35,480	37,710	38,541	39,234	39,926

SCHEDULE "B" - Co-curricular Activities
All Steps effective July 1, 1986

<u>Position</u>	<u>Title</u>	-0-	-1-	-2-	-3-	-4-	-5-
<u>Newton High School</u>							
1B	BAND FRONT	759	792	858	891	957	1023
2B	CALLIOPE	690	720	780	810	870	930
3B	CHEERLEADERS (2)	874	912	988	1026	1102	1178
4B	CLASS ADVISORS, Freshman(2)	288	300	325	338	363	388
5B	CLASS ADVISORS, Sophomore(2)	403	420	455	473	508	543
6B	CLASS ADVISORS, Junior (2)	518	540	585	608	653	698
7B	CLASS ADVISORS, Senior (2)	690	720	780	810	870	930
8B	CLUBS FFA (2), AIASA (2), DECA, FRENCH, LATIN, GERMAN, SPANISH, HEALTH, SECRE- TARIAL, MADRIGALS, SKI ACADEMIC BOWL	230	240	260	270	290	310
9B	DRAMATICS DIRECTOR**	690	720	780	810	870	930
10B	Assistant (Musical)**	460	480	520	540	580	620
11B	Assistant (Technical)**	460	480	520	540	580	620
12B	MARCHING BAND DIRECTOR	989	1032	1118	1161	1247	1333
13B	Assistant	759	792	858	891	957	1023
14B	NATIONAL HONOR SOCIETY	230	240	260	270	290	310
15B	STUDENT COUNCIL	1058	1104	1196	1242	1334	1426
16B	Assistant	736	768	832	864	928	992
17B	TEEN ARTS FESTIVAL (2)	288	300	325	338	363	388
18B	YEARBOOK	1415	1476	1599	1661	1784	1907
19B	Assistant	460	480	520	540	580	620
<u>Halsted Street School</u>							
20B	ART DECORATIONS	460	480	520	540	580	620
21B	AUDIO VISUAL	575	600	650	675	725	775
22B	COMPUTER COORDINATOR	230	240	260	270	290	310
23B	DRAMATICS	460	480	520	540	580	620
24B	Assistant	345	360	390	405	435	465
25B	ELEMENTARY CHEERLEADERS	575	600	650	675	725	775
26B	SAFETY PATROL	230	240	260	270	290	310
27B	STUDENT COUNCIL	460	480	520	540	580	620
28B	YEARBOOK	230	240	260	270	290	310
<u>Merriam Avenue School</u>							
29B	ART DECORATIONS	460	480	520	540	580	620
30B	AUDIO VISUAL	575	600	650	675	725	775
31B	COMPUTER COORDINATOR	230	240	260	270	290	310
32B	DRAMATICS	460	480	520	540	580	620

** per play

SCHEDULE "C" - Coaching Activities
 All Steps effective July 1, 1986

<u>Position</u>	<u>Title</u>	-0-	-1-	-2-	-3-	-4-	-5-
<u>System-Wide</u>							
	DIRECTOR OF TRAINING						
1C	FACILITIES - Fall	1086	1133	1227	1274	1369	1463
2C	- Winter	722	754	816	848	911	973
3C	- Spring	722	754	816	848	911	973
4C	BASKETBALL HEAD COACH (Boys)	2070	2160	2340	2430	2610	2790
5C	Assistant Secondary	1449	1512	1638	1701	1827	1953
6C	Assistant Elementary	1238	1326	1413	1501	1589	1706
7C	BASKETBALL HEAD COACH (Girls)	2070	2160	2340	2430	2610	2790
8C	Assistant Secondary	1449	1512	1638	1701	1827	1953
9C	Assistant Elementary	1238	1326	1413	1501	1589	1706
10C	TRACK HEAD COACH (Boys)	1610	1680	1820	1890	2030	2170
11C	Assistant Secondary	1127	1176	1274	1323	1421	1519
12C	TRACK HEAD COACH (Girls)	1610	1680	1820	1890	2030	2170
13C	Assistant Secondary	1127	1176	1274	1323	1421	1519
14C	WRESTLING HEAD COACH	2070	2160	2340	2430	2610	2790
15C	Assistant Secondary	1449	1512	1638	1701	1827	1953
16C	Assistant Elementary	1333	1428	1522	1617	1711	1837
<u>Newton High School</u>							
17C	BASEBALL HEAD COACH	1840	1920	2080	2160	2320	2480
18C	Assistant	1288	1344	1456	1512	1624	1736
19C	BOWLING COACH	1058	1133	1208	1283	1358	1458
20C	FIELD HOCKEY HEAD COACH	1840	1920	2080	2160	2320	2480
21C	Assistant	1288	1344	1456	1512	1624	1736
22C	FOOTBALL HEAD COACH	2300	2400	2600	2700	2900	3100
23C	Assistant	1610	1680	1820	1890	2030	2170
24C	INTRAMURALS	460	480	520	540	580	620
25C	GOLF COACH	1380	1440	1560	1620	1740	1860
26C	SOCCER HEAD COACH	1840	1920	2080	2160	2320	2480
27C	Assistant	1288	1344	1456	1512	1624	1736
28C	SOFTBALL HEAD COACH	1840	1920	2080	2160	2320	2480
29C	Assistant	1288	1344	1456	1512	1624	1736
30C	TENNIS COACH	1380	1440	1560	1620	1740	1860

SCHEDULE "D" - Leadership Activities
 All Steps effective July 1, 1986

<u>Position</u>	<u>Title</u>	-0-	-1-	-2-	-3-	-4-	-5-
	<u>Newton High School</u>						
1D	DEPARTMENT CHAIRMAN**	949	1066	1156	1306	1403	1500
	<u>Halsted Street School</u>						
2D	COMMUNITY LEADER**	949	1066	1156	1306	1403	1500
	<u>Merriam Avenue School</u>						
3D	UNIT LEADER**	949	1066	1156	1306	1403	1500

** plus \$30 for each additional staff member beyond five (5) members counting the Chairman/Leader as one of the five.

NEWTON BOARD OF EDUCATION
Newton, N.J.

SCHEDULE A

TEACHERS' SALARY GUIDE - EFFECTIVE: July 1, 1987 AND THEREAFTER UNLESS SUBSEQUENTLY RENEGOTIATED

	A	B	C	D	E	F
Step	BA	BA+20	MA	MA+20	MA+40	MA+60, PHD/PD
A	20,790	21,830	24,948	26,195	27,443	28,690
B	21,622	22,661	25,780	27,027	28,274	29,522
C	22,453	23,493	26,611	27,859	29,106	30,353
D	23,701	24,740	27,859	29,106	30,353	31,601
E	24,948	25,988	29,106	30,353	31,601	32,848
F	26,195	27,235	30,353	31,601	32,848	34,096
G	27,651	28,690	31,809	33,056	34,304	35,550
H	29,106	30,146	33,264	34,511	35,759	36,798
I	30,561	31,601	34,719	35,967	37,214	38,462
J	32,017	33,056	36,175	37,422	38,669	39,917
K	33,680	34,719	37,838	39,085	40,333	41,580
L	35,343	36,382	39,501	40,748	41,996	43,243
M	37,006	38,046	41,164	42,412	43,659	44,906

SCHEDULE "B" - Co-curricular Activities
 All steps effective July 1, 1987

<u>Position</u>	<u>Title</u>	-0-	-1-	-2-	-3-	-4-	-5-
<u>Newton High School</u>							
1B	BAND FRONT	835	868	934	967	1033	1099
2B	CALLIOPE	759	789	849	879	939	999
3B	CHEERLEADERS (2)	961	999	1075	1113	1189	1265
4B	CLASS ADVISORS, Freshman(2)	316	329	354	366	391	416
5B	CLASS ADVISORS, Sophomore(2)	443	460	495	513	548	583
6B	CLASS ADVISORS, Junior (2)	569	592	637	659	704	749
7B	CLASS ADVISORS, Senior (2)	759	789	849	879	939	999
8B	CLUBS FFA (2), AIASA (2), DECA, FRENCH, LATIN, GERMAN, SPANISH, HEALTH, SECRE- TARIAL, MADRIGALS, SKI ACADEMIC BOWL	253	263	283	293	313	333
9B	DRAMATICS DIRECTOR**	759	789	849	879	939	999
10B	Assistant (Musical)**	506	526	566	586	626	666
11B	Assistant (Technical)**	506	526	566	586	626	666
12B	MARCHING BAND DIRECTOR	1088	1131	1217	1260	1346	1432
13B	Assistant	835	868	934	967	1033	1099
14B	NATIONAL HONOR SOCIETY	253	263	283	293	313	333
15B	STUDENT COUNCIL	1164	1210	1302	1348	1440	1532
16B	Assistant	810	842	906	938	1002	1066
17B	TEEN ARTS FESTIVAL (2)	316	329	354	366	391	416
18B	YEARBOOK	1556	1617	1740	1802	1925	2048
19B	Assistant	506	526	566	586	626	666
<u>Halsted Street School</u>							
20B	ART DECORATIONS	506	526	566	586	626	666
21B	AUDIO VISUAL	633	658	708	733	783	833
22B	COMPUTER COORDINATOR	253	263	283	293	313	333
23B	DRAMATICS	506	526	566	586	626	666
24B	Assistant	380	395	425	440	470	500
25B	ELEMENTARY CHEERLEADERS	633	658	708	733	783	833
26B	SAFETY PATROL	253	263	283	293	313	333
27B	STUDENT COUNCIL	506	526	566	586	626	666
28B	YEARBOOK	253	263	283	293	313	333
<u>Merriam Avenue School</u>							
29B	ART DECORATIONS	506	526	566	586	626	666
30B	AUDIO VISUAL	633	658	708	733	783	833
31B	COMPUTER COORDINATOR	253	263	283	293	313	333
30B	DRAMATICS	506	526	566	586	626	666

** per play

SCHEDULE "C" - Coaching Activities
 All Steps effective July 1, 1987

<u>Position</u>	<u>Title</u>	-0-	-1-	-2-	-3-	-4-	-5-
<u>System-Wide</u>							
	DIRECTOR OF TRAINING						
1C	FACILITIES - Fall	1194	1241	1336	1383	1477	1572
2C	- Winter	794	826	889	920	983	1046
3C	- Spring	794	826	889	920	983	1046
4C	BASKETBALL HEAD COACH (Boys)	2277	2367	2547	2637	2817	2997
5C	Assistant Secondary	1594	1657	1783	1846	1972	2098
6C	Assistant Elementary	1238	1326	1413	1501	1589	1706
7C	BASKETBALL HEAD COACH (Girls)	2277	2367	2547	2637	2817	2997
8C	Assistant Secondary	1594	1657	1783	1846	1972	2098
9C	Assistant Elementary	1238	1326	1413	1501	1589	1706
10C	TRACK HEAD COACH (Boys)	1771	1841	1981	2051	2191	2331
11C	Assistant Secondary	1240	1289	1387	1436	1534	1632
12C	TRACK HEAD COACH (Girls)	1771	1841	1981	2051	2191	2331
13C	Assistant Secondary	1240	1289	1387	1436	1534	1632
14C	WRESTLING HEAD COACH	2277	2367	2547	2637	2817	2997
15C	Assistant Secondary	1594	1657	1783	1846	1972	2098
16C	Assistant Elementary	1333	1428	1522	1617	1711	1837
<u>Newton High School</u>							
17C	BASEBALL HEAD COACH	2024	2104	2264	2344	2504	2664
18C	Assistant	1417	1473	1585	1641	1753	1865
19C	BOWLING COACH	1058	1133	1208	1283	1358	1458
20C	FIELD HOCKEY HEAD COACH	2024	2104	2264	2344	2504	2664
21C	Assistant	1417	1473	1585	1641	1753	1865
22C	FOOTBALL HEAD COACH	2530	2630	2830	2930	3130	3330
23C	Assistant	1771	1841	1981	2051	2191	2331
24C	INTRAMURALS	506	526	566	586	626	666
25C	GOLF COACH	1518	1578	1698	1758	1878	1998
26C	SOCCER HEAD COACH	2024	2104	2264	2344	2504	2664
27C	Assistant	1417	1473	1585	1641	1753	1865
28C	SOFTBALL HEAD COACH	2024	2104	2264	2344	2504	2664
29C	Assistant	1417	1473	1585	1641	1753	1865
30C	TENNIS COACH	1518	1578	1698	1758	1878	1998

SCHEDULE "D" - Leadership Activities
 All Steps effective July 1, 1987

<u>Position</u>	<u>Title</u>	-0-	-1-	-2-	-3-	-4-	-5-
	<u>Newton High School</u>						
1D	DEPARTMENT CHAIRPERSON*	1096	1214	1331	1448	1565	1665
	<u>Halsted Street School</u>						
2D	COMMUNITY LEADER*	1096	1214	1331	1448	1565	1665
	<u>Merriam Avenue School</u>						
3D	UNIT LEADER*	1096	1214	1331	1448	1565	1665

* plus \$30 for each additional staff member beyond five (5) members counting the Chairman/Leader as one of the five.

NEWTON BOARD OF EDUCATION
Newton, N.J.

1986-87

TEACHERS' EXPERIENCE MATRIX - EFFECTIVE: July 1, 1986 through June 30, 1987

A	B	C	D	E	F
A	0-6.0	0-7.5	0-7.5	0-7.5	0-7.5
B	6.1-7.5	6.1-7.5	7.6-9.0	7.6-9.0	7.6-9.0
C	7.6-8.5	7.6-8.5	9.1-10.5	9.1-10.5	9.1-10.5
D	8.6-10.3	8.6-10.3	10.6-11.5	10.6-11.5	10.6-11.5
E	10.4-11.5	10.4-11.5	11.6-12.5	11.6-12.5	11.6-15.0
F	11.6-13.0	11.6-13.0	12.6-14.6	12.6-15.4	15.1-15.4
G	13.1-14.9	13.1-14.9	14.7-16.5	15.5-16.5	15.5-16.5
H	15.0-16.9	15.0-15.9	16.6-19.0	16.6-17.9	16.6-17.9
I	17.0-17.9	16.0-17.9	19.1-19.9	18.0-18.9	18.0-18.9
J	18.0-19.9	18.0-19.9	20.0-20.9	19.0-19.9	19.0-19.9
K	20.0-21.0	20.0-21.0	21.0-22.5	20.0-22.5	20.0-22.5
L	21.1-22.0	21.1-22.0	22.6-24.9	22.6-24.9	22.6-24.9
M	22.1 +	22.1 +	25.0 +	25.0 +	25.0 +

NEWTON BOARD OF EDUCATION
 Newton, N.J.

1987-88

TEACHERS' EXPERIENCE MATRIX - EFFECTIVE: July 1, 1987 through June 30, 1988

A	B	C	D	E	F
A	0-7.0	0-8.5	0-8.5	0-8.5	0-8.5
B	7.1-8.5	8.6-10.0	8.5-10.0	8.6-10.0	8.6-10.0
C	8.6-9.5	8.6-9.5	10.1-11.5	10.1-11.5	10.1-11.5
D	9.6-11.3	9.6-11.3	11.6-12.5	11.6-12.5	11.6-12.5
E	11.4-12.5	11.4-12.5	12.6-13.5	12.6-13.5	12.6-16.0
F	12.6-14.0	12.6-14.0	13.6-16.4	13.6-16.4	16.1-16.4
G	14.1-15.9	14.1-15.9	15.7-17.5	16.5-17.5	16.5-17.5
H	16.0-17.9	16.0-16.9	17.6-20.0	17.6-18.9	17.6-18.9
I	18.0-18.9	17.0-18.9	20.1-20.9	19.0-19.9	19.0-19.9
J	19.0-20.9	19.0-20.9	21.0-21.9	20.0-20.9	20.0-20.9
K	21.0-22.0	21.0-22.0	22.0-23.5	21.0-23.5	21.0-23.5
L	22.1-23.0	22.1-23.0	23.6-25.9	23.6-25.9	23.6-25.9
M	23.1 +	23.1 +	26.0 +	26.0 +	26.0 +

NEWTON BOARD OF EDUCATION
Newton, N.J.

1988-89

TEACHERS' EXPERIENCE MATRIX - EFFECTIVE: July 1, 1988 through June 30, 1989

A	B	C	D	E	F
A	0-.9	0-.9	0-.9	0-.9	0-.9
B	1.0-8.0	1.0-9.5	1.0-9.5	1.0-9.5	1.0-9.5
C	8.1-9.5	8.1-9.5	9.6-11.0	9.6-11.0	9.6-11.0
D	9.6-10.5	9.6-10.5	11.1-12.5	11.1-12.5	11.1-12.5
E	10.6-12.3	10.6-12.3	12.6-13.5	12.6-13.5	12.6-13.5
F	12.4-13.5	12.4-13.5	13.6-14.5	13.6-14.5	13.6-17.0
G	13.6-15.0	13.6-15.0	14.6-16.6	14.6-17.4	17.1-17.4
H	15.1-16.9	15.1-16.9	16.7-18.5	17.5-18.5	17.5-18.5
I	17.0-18.9	17.0-17.9	18.6-21.0	18.6-19.9	18.6-19.9
J	19.0-19.9	18.0-19.9	21.1-21.9	20.0-20.9	20.0-20.9
K	20.0-21.9	20.0-21.9	22.0-22.9	21.0-21.9	21.0-21.9
L	22.0-23.0	22.0-23.0	23.0-24.5	22.0-24.5	22.0-24.5
M	23.1 +	23.1 +	24.6 +	24.6 +	24.6 +

Beginning in 1988-89, and in each subsequent year, each staff member will move one letter per year through the alphabet, until maximum is reached (M). Each matrix developed will reflect this movement by adding one year of service on to each step until each letter represents one year of service. This should be reached in 2000-01.

Oct 2 2 40 PM '78

1978