

contract #1301

AGREEMENT BETWEEN
THE WASHINGTON TOWNSHIP BOARD OF EDUCATION

AND

THE WASHINGTON TOWNSHIP EDUCATION ASSOCIATION

(Mercer County)

1993-94 - 1995-96

This Agreement entered into this 28th day of September by and between the Board of Education of the Township of Washington, in the County of Mercer, New Jersey, hereinafter called the "Board" and Washington Township Education Association, hereinafter called the "Association."

WITNESSETH
ARTICLE I

Recognition

- 1.1 The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for all certified personnel employed by the Board but excluding all administrative, secretarial, custodial, cafeteria personnel, substitutes, and aides.
- 1.2 Unless otherwise indicated, the term "teacher", when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as above defined.
- 1.3 The term "Board" shall include its members and agents. The Board agrees not to negotiate with any organization other than that designated as the representative pursuant to "the New Jersey Public Employer-Employee Relations Act, NJSA 34:13A-et seq."
- 1.4 Part-time employees shall be granted sick day and personal day benefits based upon their number of days worked per week over the number of work days per week, times the number of days granted per year, i.e. 10 sick days and 4 personal days.

ARTICLE 2

Negotiation of Successor Agreement

- 2.1 "Unless otherwise mutually agreed by the parties, negotiations of a successor Agreement shall commence in accordance with the rules and regulations of the Public Employment Relations Commission. The Association shall submit their proposal at the first negotiation session which shall be mutually determined by the parties."

ARTICLE 3

Grievance Procedure

3.1 Definition

A "grievance is a claim by a teacher or the Association that he/she or it has been aggrieved based upon the interpretation, application, or violation of this Agreement, policies or administrative decisions affecting the terms and conditions of employment of a teacher or a group of teachers.

3.2 Time Limits

"The employee or employees who have a grievance shall discuss it first with the building principal or immediate supervisor in an attempt to resolve the matter informally. If, as a result of the discussion, the matter is not resolved to the satisfaction of the aggrieved, then the aggrieved shall initiate a grievance at Level One of this procedure, but in any event, the grievance shall be initiated within ten (10) school days from the date of the incident or occurrence giving rise to the grievance or shall be considered resolved."

3.3 Purpose

A. The purpose of this procedure is to resolve disputes that arise involving the terms and conditions of employment of employees covered by this Agreement. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

- B. All grievances processed at Level One through Level Four shall be in writing setting forth the following:
1. Contract articles, board policies, administrative decisions allegedly violated.
 2. Nature of the grievance.
 3. Remedy sought.
 4. Reason(s) for dissatisfaction with disposition of grievance at previous step.
- C. At any point during the grievance procedure, the aggrieved may designate an Association representative to represent him/her at all meetings concerning the grievance.
- D. Calendar days shall be substituted for school days involving any grievance not completed by the end of the school year, provided that said grievance is initiated prior to June 30th.

3.4 Class Grievance

If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Two. The Association may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

3.5 Levels

A. Level One - Principal

If the grievance is not resolved informally to the satisfaction of the grievant, or if no response has been given by the principal or immediate superior within five (5) school days after the informal discussion, then the grievant shall file the grievance in writing with his principal within five (5) school days after the principal or immediate superior's response or ten (10) school days after the informal discussion, whichever is sooner.

B. Level Two - Superintendent

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, or if no decision has been rendered within five (5) school days after the presentation of the grievance at Level One, he/she may file the grievance in writing to the Superintendent within five (5) school days after the decision at Level One or ten (10) school days after the grievance was presented, whichever is sooner. The grievant may request a meeting with the Superintendent to review the grievance prior to rendering a decision.

C. Level Three - Board

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Two, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Superintendent, he/she may, within five (5) school days after the decision by the Superintendent or fifteen (15) school days after the grievance was delivered to the Superintendent, whichever is sooner, file the grievance in writing to the Board of Education. The Board shall hold a hearing with the grievant and render a decision in writing within thirty (30) school days of receipt of the grievance by the Board.

D. Level Four - Arbitration

If the aggrieved is not satisfied with the disposition of the grievance after receipt of the Board's decision, he/she may request in writing within five (5) school days of said receipt that the Association submit the grievance to arbitration. If the Association determines that the grievance is meritorious, it may submit the grievance to arbitration by so notifying the Board within ten (10) school days of receipt of the request by the aggrieved. The Board and the Association agree to adhere to the rules of the Public Employment Relations Commission in the selection and the performance of the Arbitrator. The Arbitrator's decision shall be in writing and shall be advisory and nonbinding on the parties.

The only grievances which may be submitted to arbitration are those involving the express terms of the locally negotiated agreement. Each party shall pay its own costs for arbitration preparation. The costs of the services of the arbitrator, including per diem expenses, if any, any actual and necessary travel expenses shall be borne equally by the Board and the Association.

3.6 Miscellaneous

- A. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance by the aggrieved of the decision at that step.
- B. It is understood that all teachers, including the grievant, shall during and notwithstanding the pendency of any grievance, continue to observe all directives and assignments and applicable rules and regulations of the Board and its administrators until such grievance and any effect thereof shall have been fully resolved.

ARTICLE 4

Rights of the Parties

- 4.1 The Board of Education, subject only to the language of the N. J. Public Employer-Employee Relations Act, NJSA 34:13A-et seq. and this Agreement reserves to itself full jurisdiction and authority over matters of policy and retains the right, in accordance with applicable laws and regulations (a) to direct employees of the school district; (b) to hire, promote, transfer, assign and retain employees in positions within the school district and to suspend, demote, discharge, or take other disciplinary action against employees; (c) to relieve employees from duties because of lack of work, or for other legitimate reasons; (d) to maintain the efficiency of the school district operations entrusted to them; (e) to determine the methods, means, and personnel by which whatever actions might be necessary to carry out the mission of the school district in situations of emergency.
- 4.2 Representatives of the Association shall be permitted to transact official Association business

on school property provided that this shall not interfere with or interrupt normal school operations and that prior approval has been granted by the appropriate administrator, which approval shall not be withheld unreasonably.

- 4.3 Representatives of the Association shall be permitted to use school office equipment for official Association business provided that this shall not interfere with normal school operations, and provided that prior approval has been granted by the appropriate administrator. Such approval shall not be unreasonably withheld.
- 4.4 Whenever any teacher is required to appear before the Board or any committee thereof concerning any matter which could adversely affect the continuation of that teacher in the 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 the teacher and represent the teacher during such meeting or interview.
- 4.5 The rights and privileges of the Association and its representatives, as set forth in this Agreement, shall be granted to the Association, as the exclusive representative of the teachers, and to no other teacher representative organizations.

ARTICLE 5

Work Day

- 5.1 All teachers are required to report to work no later than 8:05 AM each day and shall be permitted to leave any time after the departure of the last bus. In the event of an emergency that results in a bus delay beyond the normal departure time, teachers shall be assigned on a rotating basis in accordance with seniority to remain for coverage.
- 5.2a Teachers may be required to remain after the end of the regular work day, without additional compensation, for the purpose of attending faculty or other professional meetings no more than two (2) days each month.
- 5.2b Teachers remaining after the end of the regular work day for the purpose of developing curriculum

as directed by the Administration shall be compensated at an hourly rate of \$22.00 for the 1993-94 school year and \$23.00 for the 1994-95 and 1995-96 school years.

- 5.3 The work year for teachers shall include one hundred eighty (180) pupil contact days, one (1) day prior to the opening of school and four (4) in-service days. Teachers new to the district shall work one (1) additional day to the above. Thus, the total number of days for new teachers to the district shall be one hundred eighty-six (186) days and, for all other teachers, one hundred eighty-five (185) days.
- 5.4 The administration will make every effort to provide at least one preparation period every day for each teacher.
- 5.5 Any teacher required to cover another's class during their planning period shall be compensated per class time at a rate of \$20.00 in the 1993-94, 1994-95 and 1995-96 school years.

ARTICLE 6

Non-Teaching Duties

- 6.1 Teachers shall continue to perform the following non-teaching assignments; (a) supervision of children after arriving at school in the morning; (b) any other duty or assignment, when and if the need arises during the school day. This decision will be made by the administration based upon the health and safety of the children.

ARTICLE 7

Voluntary Transfers and Reassignments

- 7.1 DATE - No later than May 15th of each school year, the Superintendent shall post in all school buildings a list of known vacancies which shall occur during the following school year.
- 7.2 FILING REQUESTS - Teachers who desire a change in grade and/or subject assignment may file a written statement of such desire with the Superintendent. Such a statement shall include the grade and/or subject to which the teacher desires to be

assigned. Such requests for assignments for the following year shall be submitted not later than June 1st.

- 7.3 NOTIFICATION - Teachers who have been reassigned shall be notified by the Superintendent as soon as possible.

ARTICLE 8

Sick Leave Days

- 8.1 Except as otherwise stated below, a teacher shall be entitled to ten (10) sick days each school year. Teachers who, by contract, are employed for fewer than one-hundred and eighty-five (185) days shall have their sick days prorated. A written accounting of accumulated sick leave days shall be given to each teacher on the opening day of school.
- 8.2 Teachers who retire and have twenty (20) or more years of service in the district shall be compensated for each unused sick day at the rate of \$65.00 per day to a maximum payout of \$10,000.00 for the 1993-94, 1994-95 and 1995-96 school years. Sick leave compensation shall be paid in a lump sum within thirty (30) days after the effective date of retirement or as may be elected by the employee deferred for up to two (2) years.

ARTICLE 9

Temporary Leave of Absence

- 9.1 Types of Leaves - PERSONAL - The Superintendent of Schools may permit members of the professional staff to take a leave not in excess of four (4) school days total in a school year for the purpose of pursuing emergency and personal affairs or business; including the care of a member of the immediate family; or business matters which cannot be otherwise attended to after working hours. Teachers employed after September 1 shall have their personal days prorated. Such leave shall not be granted before or after a holiday, except for immediate family care. Personal leave, other than for the care of an ill member of the immediate family will be granted without prior notice within forty-eight (48) hours only when the employee has made the necessary request in writing in advance of the leave. Emergency personal leave may be granted

upon request subject to approval by the Superintendent. Any person granted such leave shall not have his/her salary jeopardized during the period of said leave. Two unused personal days per year shall be converted to sick days.

- 9.2 DEATH - All teachers shall be allowed leave for death with full pay for:
- A. 5 days - Spouse, Child
 - B. 4 days - Father, Mother, Brother, Sister, Father-in-law, Mother-in-law
 - C. 3 days - Grandparents
 - D. 1 day - Aunt, Uncle

All unused days will not be accumulated.

- 9.3 Any teacher shall be allowed leave for appearance in any legal proceedings connected with the teacher's employment or with the school system if the teacher has been subpoenaed to attend. Leave for such legal appearance shall be granted with full pay.

ARTICLE 10

Extended Leave of Absence

- 10.1 PERSONAL - A teacher on tenure shall be eligible for a leave of absence without pay for one (1) year for personal reasons based upon review and recommendation of the superintendent and approval of the Board. As an example, teacher A takes a leave when he/she is on step BA, step 10 on the salary guide. If teacher A commenced his/her leave after February 1, he/she would return to step BA, step 11, following his/her return from his/her leave, which would be the next step for him/her as though he/she had not taken a leave. However, if teacher A takes his/her leave prior to February 1, he/she would return to step BA, step 10 following his/her return.
- 10.2 PROFESSIONAL - A teacher on tenure shall be eligible for a leave of absence without pay for one (1) year for professional reasons based upon review and recommendation of the Superintendent and approval of the Board. Upon return from the leave, the teacher shall be placed on the salary schedule

at the level he/she would have achieved if he/she had not been absent.

- 10.3 RETURN FROM LEAVE - All benefits to which teachers were entitled at the time the leave of absence commenced, including unused accumulated sick leave, shall be restored to them upon their return. However, it is understood that a teacher's return to the same grade level following a leave of absence as he/she taught prior to his/her leave is not guaranteed nor is it a condition of a leave of absence.
- 10.4 EXTENSION AND RENEWALS - All extensions or renewals of leaves shall be based upon review and recommendation of the Superintendent and approval of the Board. Such requests must be received no later than February 1st prior to the school year for which the extension or renewal is requested.

ARTICLE 11

Salaries

- 11.1 Salary guide increases shall reflect 5.99% in the 1993-94 school year, 6.50 % in the 1994-95 school year and 6.75% in the 1995-96 school year.
- A. Salary guides shall include no more than 12 steps.
 - B. Teachers shall be granted longevity in accordance with the following:
 - C. After fifteen (15) or more years of service in the district, a teacher shall receive a longevity payment of \$750.00 each year.
 - D. After twenty (20) or more years of service in the district, a teacher shall receive a longevity payment of \$875.00 each year.
 - E. After twenty-five (25) or more years of service in the district, a teacher shall receive a longevity payment of \$950.00 each year.

- F. In any event, no teacher shall receive a longevity payment in any school year in excess of \$2,575.00.

ARTICLE 12

Professional Development

12.1 To encourage further professional development, teachers enrolled in an administratively approved graduate program course in accordance with Board policy will be paid tuition grants for up to nine (9) graduate credits per summer session; and six (6) graduate credits per fall and spring semester; and if within the scope of the teacher's responsibilities up to three (3) undergraduate credits per semester plus fees subject to the following conditions

- A. Request in writing must be received by the Superintendent prior to registration.
- B. Approval of Superintendent shall be in writing prior to registration.
- C. The teacher must achieve a minimum grade of B or its equivalent.
- D.1 For the duration of this contract the Board shall pay tuition grants and fees up to the prevailing Trenton State College rate.
- D.2 The total amount to be paid by the Board under this provision shall not exceed \$8,000.00 for the 1993-94 school year, \$8,500.00 for the 1994-95 school year and \$8,500.00 for the 1995-96 school year. Monies will be paid on a first come basis.

12.2 PROCEDURES FOR PAYMENT

- A. The teacher shall submit to the Board Secretary: receipted bill for tuition, transcript of mark; and, at the teacher's option, a receipted bill for text. The teacher shall be reimbursed 100 percent of the bill for the text provided the text becomes a permanent part of the district's professional library. If the text is not submitted to the district's professional library then the teacher submitting the bill for the text shall be reimbursed only 50 percent.

- B. Reimbursement for which the teacher is eligible will accompany earliest pay following receipt of transcript.
 - C. Reimbursement will be deducted from teacher's last check and returned to the Washington Township Board of Education if the teacher does not remain in the employ of the Washington Township Board of Education for a period of two (2) years following said reimbursement. The second year payback will not apply if employee is terminated.
- 12.3 Upon written application by the teacher and upon the approval of the Superintendent, teachers shall be reimbursed for the cost of registration and material costs for attendance at workshops, conferences or educational programs.

ARTICLE 13

Insurance Protection

- 13.1 The Board shall pay premiums for family medical coverage under the New Jersey State Health Benefits Program which includes Basic Benefits, Extended Coverage (Rider J) and Medical Coverage.
- 13.2 The Board will provide the prescription drug plan, including oral contraceptives offered with a (\$5.00) co-pay.
- 13.3 The Board shall provide a dental plan for the employee only and, if applicable, family dental coverage, equivalent to the Cigna Plan in effect for the 1990-92 school year.

ARTICLE 14

Fully Bargained Provisions

- 14.1 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 terms 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.

- 14.2 It is understood by all parties that under the rulings of the Courts of New Jersey and the State Commissioner of Education, the Board of Education is forbidden to waive any rights or powers granted it by law.

ARTICLE 15

Miscellaneous Provisions

- 15.1 Copies of this Agreement shall be printed at the expense of the Board after Agreement with the Association on format within thirty (30) days after the Agreement is signed. The Agreement shall be presented to all teachers now employed, hereafter employed, or considered for employment by the Board.

ARTICLE 16

Dues Deduction and Agency Shop

16.1 DUES DEDUCTION:

- A. The Board agrees to deduct from the salaries of its teachers dues for the Washington Township Education Association, the Mercer County Education Association, the New Jersey Education Association as said teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233, Public Laws of 1969 (N.J.S.A. 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 directly to New Jersey Education Association by the 15th of each month following the monthly pay period on which deductions were made. NJEA shall disburse such monies to the appropriate association/associations.
- B. Each of the associations named above shall certify to the Board in writing, prior to August 1st, the current rate of membership dues.
- C. A check-off shall commence for each employee who signs a properly dated authorization card,

supplied by the Association and verified by the Business Administrator during the month following the filing of such card with the Board.

- D. Any such written authorization may be withdrawn at any time by the filing of notice of such withdrawal with the Business Administrator. The filing of notice of withdrawal shall be effective to halt deductions in accordance with N.J.S.A. 52:14-15.9e as amended.

16.2 AGENCY SHOP:

- A. The Board agrees to deduct the fair share fee from the earnings of those employees who elect not to become members of the Union and transmit the fee to the majority representative in compliance with Chapter 477, Public Law 1979.
- B. The deduction shall commence for each employee who elects not to become a member of the Association of the amount of the fair share assessment.
- C. The fair share fee for services rendered by the Association shall be eighty-five (85%) percent of the regular membership dues, fees, and assessment.
- D. The Association shall establish and maintain a procedure whereby any employee can challenge the assessment as computed by the Association. This appeal procedure shall in no way involve the Board or require the Board to take any action other than to hold the fee in escrow pending resolution of the appeal.

- 16.3 The Association shall indemnify, defend and save the Board harmless against any and all claims, demands suits or other forms of liability that shall arise out of or by reason of action taken by the Board in reliance upon salary deduction authorization cards or the fair share assessment information as furnished by the Association to the Board, or in reliance upon the official notification on the letterhead of the Association and signed by the President of the Association advising of such changed deduction.

ARTICLE 17

Duration of Agreement

17.1 This Agreement shall be effective as July 1st, 1993 and shall continue in effect until June 30, 1996 subject to negotiations as defined in "The Negotiation of Successor Agreement."

IN WITNESS WHEREOF, the Board of Education of the Township of Washington in the County of Mercer, has caused these presents to be signed by its President, and its corporate seal to be hereunto affixed, and to be attested by its Secretary, and the Washington Township Education Association has caused these presents to be signed by its duly authorized officers.

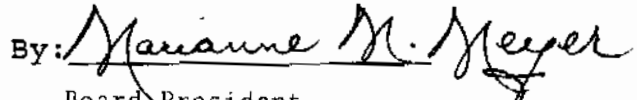
BOARD OF EDUCATION OF THE
TOWNSHIP OF WASHINGTON,
IN THE COUNTY OF MERCER

Attest:


Acting Board Secretary

Attest:

x 
Negotiations Chairperson

By: 
Board President

x By: 
Association President

93-94

STEP	BA	BA+15	BA+30	MA	MA+15	MA+30	PH.D.
1	29400	30000	30700	31400	32500	33200	33900
2	29900	30500	31200	31900	33000	33700	34400
3	30400	31000	31700	32400	33500	34200	34900
4	31250	31850	32550	33250	34350	35050	35750
5	32300	32900	33600	34300	35400	36100	36800
6	33450	34050	34750	35450	36550	37250	37950
7	34650	35250	35950	36650	37750	38450	39150
8	36550	37150	37850	38550	39650	40350	41050
9	38550	39150	39850	40550	41650	42350	43050
10	41350	41950	42650	43350	44450	45150	45850
11	44250	44850	45550	46250	47350	48050	48750
12	47500	48100	48800	49500	50600	51300	52000

1477360
83502.8
5.99%

94-95

STEP	BA	BA+15	BA+30	MA	MA+15	MA+30	PH.D.
1	30700	31400	32300	33200	34300	35200	36100
2	31200	31900	32800	33700	34800	35700	36600
3	31700	32400	33300	34200	35300	36200	37100
4	32200	32900	33800	34700	35800	36700	37600
5	32700	33400	34300	35200	36300	37200	38100
6	33700	34400	35300	36200	37300	38200	39100
7	35000	35700	36600	37500	38600	39500	40400
8	37000	37700	38600	39500	40600	41500	42400
9	39200	39900	40800	41700	42800	43700	44600
10	42500	43200	44100	45000	46100	47000	47900
11	45800	46500	47400	48300	49400	50300	51200
12	49140	49840	50740	51640	52740	53640	54540

1573426
96066
6.50%

95-96

STEP	BA	BA+15	BA+30	MA	MA+15	MA+30	PH.D.
1	31700	32500	33600	34700	35800	36900	38000
2	32200	33000	34100	35200	36300	37400	38500
3	32700	33500	34600	35700	36800	37900	39000
4	33200	34000	35100	36200	37300	38400	39500
5	33700	34500	35600	36700	37800	38900	40000
6	34200	35000	36100	37200	38300	39400	40500
7	35200	36000	37100	38200	39300	40400	41500
8	37200	38000	39100	40200	41300	42400	43500
9	40200	41000	42100	43200	44300	45400	46500
10	43560	44360	45460	46560	47660	48760	49860
11	46960	47760	48860	49960	51060	52160	53260
12	50360	51160	52260	53360	54460	55560	56660

1679580
106154
6.75%

APPENDIX A

After School Activities

Salary Guide

Compensation per position as follows for the 1993–94 school year.

<u>ACTIVITY</u>	<u>EXPERIENCE*</u>	
	<u>1 to 3 yrs.</u>	<u>4 yrs & Over</u>
Soccer	1,600	1,925
Field Hockey	1,600	1,925
Basketball	1,600	2,525
Baseball	1,600	1,925
Softball	1,600	1,925
Cheerleading	1,600	1,925
Drama	2,100	2,525
Yearbook	1,600	1,925
Athletic Director	1,575	1,750
Assistant Coach	(50% of appropriate rate in Guide)	
Grade Level Team Leaders	310	370
Overnight	125/day	

THE NUMBER OF ASSISTANT ADVISORS OR COACHES FOR ANY ACTIVITY IS TO BE DETERMINED BY THE SUPERINTENDENT OF SCHOOLS WITH APPROVAL OF THE BOARD OF EDUCATION.

Experience limited to specific activity.

APPENDIX A

After School Activities

Salary Guide

Compensation per position as follows for the 1994–95 school year.

<u>ACTIVITY</u>	<u>EXPERIENCE*</u>	
	<u>1 to 3 yrs.</u>	<u>4 yrs & Over</u>
Soccer	1,704	2,050
Field Hockey	1,704	2,050
Basketball	2,236	2,689
Baseball	1,704	2,050
Softball	1,704	2,050
Cheerleading	1,704	2,050
Drama	2,236	2,689
Yearbook	1,704	2,050
Athletic Director	1,677	1,864
Assistant Coach	(50% of appropriate rate in Guide)	
Grade Level Team Leaders	330	394
Overnight	133/day	

THE NUMBER OF ASSISTANT ADVISORS OR COACHES FOR ANY ACTIVITY IS TO BE DETERMINED BY THE SUPERINTENDENT OF SCHOOLS WITH APPROVAL OF THE BOARD OF EDUCATION.

Experience limited to specific activity.

APPENDIX A

After School Activities

Salary Guide

Compensation per position as follows for the 1995–96 school year.

<u>ACTIVITY</u>	<u>EXPERIENCE*</u>	
	<u>1 to 3 yrs.</u>	<u>4 yrs & Over</u>
Soccer	1,819	2,188
Field Hockey	1,819	2,188
Basketball	2,387	2,870
Baseball	1,819	2,188
Softball	1,819	2,188
Cheerleading	1,819	2,188
Drama	2,387	2,870
Yearbook	1,819	2,180
Athletic Director	1,790	1,990
Assistant Coach	(50% of appropriate rate in Guide)	
Grade Level Team Leaders	352	420
Overnight	142/day	142/day

THE NUMBER OF ASSISTANT ADVISORS OR COACHES FOR ANY ACTIVITY IS TO BE DETERMINED BY THE SUPERINTENDENT OF SCHOOLS WITH APPROVAL OF THE BOARD OF EDUCATION.

Experience limited to specific activity.