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**THIS BOOK DOES
NOT CIRCULATE**

AGREEMENT
BETWEEN
THE
METUCHEN BOARD OF EDUCATION
AND
THE
METUCHEN EDUCATION ASSOCIATION

July 1, 1972

through

June 30, 1974

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PREAMBLE

The Board of Education of Metuchen, New Jersey and the Metuchen Education Association do hereby agree that Boards of Education and their teachers have an obligation to the public to insure optimum performance by the educational institutions in which they serve. In order to discharge their obligations, both must assert their full and continuing efforts to achieve the highest possible educational standards. This makes desirable the establishment and maintenance of conditions of service and of professional performance on the part of the staff which meet professional standards and which will attract and keep a high quality staff and promote professional excellence.

ARTICLE I

RECOGNITION

The Metuchen Board of Education (hereinafter referred to as the Board) recognizes the Metuchen Education Association (hereinafter referred to as the Association) as the exclusive and sole representative for collective negotiations concerning:

- (a) the terms and conditions of employment for the following positions:
classroom teachers; guidance counselors; nurses;

learning disability teachers; reading teachers;
special education teachers; speech therapists;
coordinator of instructional materials and librarians;

(b) extra compensation for the following positions:
coaches and advisors to co-curricular activities.

Excluded from the bargaining unit (both a and b above) are
the following positions:

superintendent; assistant superintendent; administrat-
ive assistant; principals; vice principals; guidance
directors; psychiatrist; psychologist; social worker;
summer school teachers; area coordinators; head
librarian; adult school director; business administra-
tor; athletic director; and all others not specifically
included or designated in (a) or (b) above.

ARTICLE II

BOARD RIGHTS

The Association acknowledges that the teachers of the Board
of Education which it represents are not entitled to strike or
to take any other collective action to disable the Board of
Education in the discharge of its statutory duty and the
Association agrees that such action would constitute a material

breach of this Agreement. Nothing contained in this Agreement shall be construed to limit or restrict the Board of Education in its right to seek and obtain such judicial relief as it may be entitled to have, in law or in equity, for injunction or damages or both in the event of such breach.

ARTICLE III

TEACHER RIGHTS

A - Rights to Representation - Pursuant to Chapter 303, Public Laws 1968, the Board hereby agrees that every teacher of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other lawful concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under color of law of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Chapter 303, Public Laws 1968 or other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his membership or

non-membership in the Association and its affiliates, his participation in any activities of the Association and its affiliates, collective negotiations with the Board or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B - Discipline or Reprimand - No teacher shall be disciplined or reprimanded without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth.

C - Meeting or Interview - Whenever any teacher is required to appear before the Superintendent or the Board concerning any matter which could adversely affect the continuation of that teacher in his office, position or employment or the salary or any increments pertaining thereto, then he 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 him and represent him during such meeting or interview.

D - Association Identification - No teacher shall be prevented from wearing pins or other normal identification of membership in the Association or its affiliates.

ARTICLE IV

PROCEDURES FOR NEGOTIATIONS OF SUCCESSOR AGREEMENT

- A - Notification Date** - The parties agree to enter into collective negotiation over a successor Agreement in accordance with Chapter 303, Public Laws 1968 in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. If either party desires to modify, change or amend this Agreement, they shall notify the other party of such changes no later than October 15 preceding the calendar year in which this Agreement expires. If such notification is not given by either party, this Agreement shall remain in full force and effect for periods of one year. Any Agreement so negotiated shall apply to all teachers, be reduced in writing, be signed by the Board and the Association, and be adopted by the Board and be ratified by the Association membership.
- B - Modification** - This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties. The relationship of the parties is fully and exclusively set forth by this Agreement and by no other means, oral or written.

ARTICLE V

INSTRUCTIONAL COUNCIL

A - Purpose - In order to provide a positive means whereby members of the staff may participate in educational decision making and in order to foster desirable changes in method, technique, curriculum and other aspects of the total school program, an Instructional Council is to be established as described in the following sections. Items for deliberation may be proposed for discussion by members of the teaching staff, by the administration, and by the Board. The Superintendent shall advise the Council whenever studies pertaining to the instructional program or operation of the school system have been proposed; where appropriate he may request participation in the study by the Council.

B - Membership - The Council shall consist of members of the professional staff other than administrators to be appointed by the Association as follows: three from the High School, three from the Middle School, and two from each of the elementary schools, and administrators to be appointed by the Superintendent as follows: one from the High School, one from the Middle School, and one from the elementary schools. In addition, the Superintendent or the Assistant

Superintendent and the Association President shall be members ex-officio of the Council.

For the purpose of providing background information for the disposition of a specific item, the Council shall have the power to expand its members or to call in professional advisers, parents, students or other persons.

Term of appointment and election of officers shall be determined by the Council.

C - Meetings - The Council shall meet at least once each month to discuss matters pertaining to the effective operation of the schools. The Council shall establish its own rules of procedure.

D - Clerical Assistance - Secretarial and clerical assistance shall be provided for the Council by the Board where practicable.

E - Exclusions - Matters to be brought before the Instructional Council will not include those defined as salary and fringe benefits, items subject to grievance procedure, or those dealing with personnel matters. The Council shall have no authority to make policy, alter existing policy, or in any way depart from established administrative or Board regulations; nor shall it have authority to make commitments for expenditures of funds.

F - Reports - The Board will consider all written recommendations submitted by the Council, including minority reports. The Council will be advised by the Superintendent of the disposition of all such recommendations.

ARTICLE VI

GRIEVANCE PROCEDURE

A - Definitions - A "grievance" shall mean a complaint by a teacher (1) that there has been as to him a violation, misinterpretation or inequitable application of any of the provisions of the Agreement, or (2) that he has been treated unfairly or inequitably by reason of any act or condition which is contrary to established policy or practice governing or affecting teachers, except that the term "grievance" shall not apply to any matter as to which (a) a method of review is required either by law or by any rule or regulation of the State Commissioner of Education having the force and effect of law, or (b) the Board of Education is without legal authority to act, or (c) a complaint of a non-tenure teacher which arises by reason of his not being re-employed.

B - Procedures - Grievances shall be settled and determined according to the procedures described below. Grievances may be submitted at the lowest appropriate level. The purpose of the procedure is to secure, at the lowest appropriate level, equitable solutions to the problems which may affect teachers. All grievances shall be submitted and processed using a form mutually agreed upon by the Board and the Association. Therefore all such submissions and replies shall be in writing after the initial attempt at settlement under Step 1.

Step 1 - Building Principal - A teacher with a grievance shall first discuss it with his building principal within ten (10) working days of its occurrence. If satisfactory settlement is not reached, the grievance shall be reduced to writing within five (5) working days after the principal's decision, and re-submitted to the building principal. If a satisfactory settlement still is not reached within ten (10) working days after its submission, the matter may then be submitted under Step 2.

Step 2 - Superintendent - The teacher or the Chairman of the Grievance Committee shall refer the grievance to the Superintendent of Schools within ten (10) working days after the disposition at Step 1. The Superintendent shall render his decision within ten (10) working days after receipt of said grievance. If a satisfactory settlement is not reached, the matter may then be referred to Step 3.

Step 3 - Board of Education - The teacher or the Chairman of the Grievance Committee shall refer it to the Board within ten (10) working days. The Board shall render its decision within thirty-one (31) working days from the receipt of said grievance.

Any grievance not settled in accordance with the above procedures may be submitted by either party to Arbitration as described in Article VII.

C - Representation - An aggrieved teacher may be represented at all stages of the grievance procedure by himself or, at his option, by a representative selected or approved by the Association.

In any event, after the grievance is submitted in

writing, the Association shall have the right to be present at all stages of the grievance procedure to protect its interests in the contract.

D - Limitations - A grievance must be presented under the grievance procedures described herein within ten (10) working days of the occurrence of the condition giving rise to the grievance or from the time when the teacher can reasonably be expected to be aware of the grievance. Otherwise, if action is taken at a later date, it shall be considered that there is no grievance under this Agreement.

Should any appeal from the disposition of a grievance by a representative of the administration not be taken by the Association or the teacher within the time limits set forth in B of this article, then the grievance shall be considered settled and any further action under the grievance procedure shall be forever barred.

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

- B - Group Grievances - A grievance affecting a group of teachers may be submitted in writing at the lowest appropriate level. Such a grievance, defined by A, may be processed in accordance with B. Said grievance must be signed by one of the aggrieved, but a listing of all names of the aggrieved, shall be shown on the grievance.

ARTICLE VII

ARBITRATION

- A - Intent - It is the intent of the parties to this Agreement that the arbitration procedure herein shall serve as a means for the peaceable settlement of grievances which are not settled under Article V: that may arise between them. If a request for arbitration is made by either party, the rules and procedures of the American Arbitration Association shall govern except as otherwise provided herein/
- B - Arbitrator's Recommendations - The recommendations of the arbitrator shall be final and binding on grievances processed as a violation, misinterpretation or inequitable application of any of the provisions of the Agreement per Article VI, A (1) and shall be only advisory for all grievances processed per Article VI, A (2).

- C - Appeal Procedure - If a grievance is not satisfactorily settled under Article VI, B, Step 3 it may be submitted to arbitration by the Association at its discretion, provided notice in writing of the intent to do so is given to the Board within five (5) calendar days of the decision under Article VI, B Step 3.
- D - Selection of Arbitrator - After giving notice of intent to arbitrate as provided in C above the Association must within ten (10) calendar days thereafter submit its request to the American Arbitration Association for the appointment of an arbitrator in accordance with its rules and procedures. Failure to comply with the provisions of this Article shall make the decision of the Board final and conclusive on said grievance unless the time limits herein provided for are extended by mutual agreement.
- E - Single Arbitrations - Each grievance will be arbitrated separately except those of a similar nature pursuant to mutual agreement.
- F - Arbitrator's Jurisdiction - The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to nor subtract anything from the Agreement between the parties or any applicable policy of the Board.

- G - Presentation of Evidence - The parties affected shall be afforded a full opportunity to present any evidence, written or oral, which may be pertinent to the matter in dispute.
- H - Arbitration Expenses - The fees and expenses of the arbitrator and the cost of the hearing room, if any, shall be borne equally by both parties. Any other expenses shall be paid by the party incurring the same.

ARTICLE VIII

TEACHER EVALUATION

- A - Observations - All monitoring or observations of teachers shall be open and with the knowledge of the teacher. Copies of classroom observation reports shall be given the teacher who will confer with the person making the observation.
- B - Evaluations - Teacher evaluations shall be made only by the building principal who holds appropriate State certification to supervise instruction. He will discuss the evaluation with the teacher. They shall be based on classroom observations and all other pertinent information available to the principal. All evaluation reports shall contain reference to the strengths, as well as the weaknesses, of the teacher with constructive suggestions as to how the teacher

might improve his performance. The evaluation report shall be signed by the teacher; however, signing does not necessarily signify agreement with everything contained therein. No teacher shall be required to sign a blank or incomplete report.

C - Frequency of Evaluations - There shall be at least one evaluation report per year for tenure teachers and two for non-tenure teachers.

D - Personnel Files - No report shall be placed in a teacher's file without his knowledge. Upon notice to the teacher of the placement of a report in his file, he shall be given the right to examine it and respond thereto. All teachers' files shall be confidential and no separate file of which the teacher has no knowledge shall be kept by the district.

ARTICLE IX

LEAVES OF ABSENCE

A - Sick Leave - Employees are entitled to ten (10) days sick leave without loss of pay. All unused sick leave in any school year shall be cumulative. The Superintendent may require an employee to present a doctor's statement or proof of illness. Employees will be notified by September 1 of each year of the amount of unused sick leave due them.

- B - Military Leave - According to the State law every person holding a position in a school District in New Jersey who enters the armed forces shall be granted a leave of absence for the period of such service and for farther periods under certain conditions. The laws in effect at the time will govern military leaves, the rights thereunder and benefits available.

C - Death In The Immediate Family - Teachers may be granted time off for death in the immediate family in accordance with the overall provisions of Board policy No. 4153.

Immediate family shall mean spouse, mother, father, child, brother, sister or a relative who lives within the teacher's household. The absence may precede, include or follow the death of a member of the immediate family.

D - Urgent Personal Business - A teacher may be granted three days leave per school year for urgent personal business matters, provided the teacher makes application in writing to the Superintendent of Schools twenty-four hours in advance of the day or days of absence. If the Superintendent denies a request for such a personal leave day for what in his opinion is good and sufficient reason, the teacher shall be so informed. With the consent of the Principal, the approval of the Superintendent, and subject to confirmation by the Board of Education at its

next regular meeting, a teacher may be absent for urgent personal business a maximum of three days with no deduction from salary. One of the above three (3) days shall be allowed without the requirement of a stated reason.

ARTICLE X

INSURANCE

The Board agrees to provide, at no cost to the employees, hospital and medical-surgical insurance coverage for all employees and their eligible dependents.

The Board agrees to provide, at no cost to the employees, Major-Medical insurance coverage for the employees only.

The Board retains the right to change insurance carriers. The Board will advise the Association when any change in carriers is made.

ARTICLE XI

SABBATICAL LEAVE

A - Purpose - The policy of granting sabbatical leaves of absence is established for the purpose of improving instruction and broadening the background of the teacher. Approval of an application for professional improvement through study or travel will be influenced by the nature of the proposal and

the benefit to be derived by the school District from said leave of absence. While seniority is to be considered one of the determining factors, the contribution to improvement of service, the competency of the individual applying and the worth of the project will weigh most heavily.

B - Notification Date - Each applicant shall be notified in writing by the Superintendent of the Board's decision concerning his application no later than March 15th.

C - Eligibility - The Board may grant any certificated staff member who has completed seven or more years of continuous satisfactory service in the Metuchen Public Schools, upon the recommendation of the Superintendent, a leave of absence for one or two semesters for study or travel on a full time basis. The study or travel involved shall be directly related to his or her work in the schools.

D - Salary - Salary granted to the recipient of a full year sabbatical leave shall be one half of that to which he would be entitled in regular service less customary deductions for income tax, teacher pension and annuity fund, and social security. Salary granted to the recipient for a half year sabbatical leave shall be full salary less the deductions.

E - Number of Leaves Authorized - Not more than 2% of all

certified personnel in the system shall be granted sabbatical leaves in any one school year.

- F - Application** - Applications for sabbatical leave shall be made on or before December 1 of any year. Such leaves granted shall officially begin the first day of the first or second semester of the school year following.

Applications shall be made on a form prescribed by the Superintendent and shall include a program or itinerary to be pursued during the period of leave. Consideration shall be given to the fair and equitable distribution of grants between the respective schools in the district.

- G - Subsequent Service** - A condition to being granted a leave is that the teacher shall enter into a contract with the Board to continue in the service of the Metuchen Public Schools for a period of not less than two years after completion of the leave of absence. If a teacher fails to complete two years of service following his return from sabbatical leave, he shall repay to the Metuchen Board of Education a pro rated amount of the salary received while on sabbatical leave.

During the sabbatical period the teacher agrees not to engage in any employment for remuneration. However, if the teacher is a recipient of a scholarship stipend for the period covered by the Sabbatical leave the salary paid by the local board shall not be affected.

H - Tenure and Pension - The period of sabbatical leave shall count as regular service for retirement purposes and contributions by the teacher and the Board to the T.P.A. shall continue as usual. Tenure rights shall not be in any way affected.

I - Illness or Accident - In the event of interruption of the planned program due to serious illness or accident (established by evidence satisfactory to the Superintendent) the conditions of such leave shall not be considered violated provided the Superintendent receives notification of such mishap within ten days of its occurrence. In this event the teacher shall return to regular service as soon as certified by his physician.

J - Violations of Conditions - If the Superintendent is of the opinion that a teacher granted a leave is not fulfilling the terms of the grant, he shall report this fact to the Board of Education and the Board may terminate the leave as of the date reported after giving the teacher an opportunity to be heard.

K - Maternity Leave - If a teacher on sabbatical leave becomes pregnant and finds that her condition will prevent her from fulfilling the terms of the grant, she shall request transfer from sabbatical to maternity leave under rules pertaining to maternity leave.

L - Completion of the Sabbatical Leave - The grantee shall be reinstated in the position held at the time the leave was granted unless conditions have arisen which will necessitate a change in assignment or location of assignment. The grantee will submit a written report to the Superintendent of Schools in which is detailed the activities engaged in while on sabbatical leave. If the leave is for the first semester, the report will be due on April 1 of the following semester; if the leave is for the second semester or the entire year, the report is due on September 1.

ARTICLE XII

BOARD PREROGATIVES

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement in accordance with applicable laws and regulations, (a) to direct

teachers of the school District, (b) to hire, promote, transfer, assign, and retain teachers in positions within the school district, and for just cause to suspend, demote, discharge, or take other disciplinary action against teachers, (c) to relieve teachers 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 such operations are to be conducted, and (f) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

ARTICLE XIII

ASSOCIATION RIGHTS

A - Association Business - Association officers and committees may perform Association business during the school day provided, however, that such business shall not take place during, or infringe upon, the assigned duty of any staff member including the officers. Association meetings may be conducted on school premises provided authorization is obtained from appropriate administrative officers.

- B - Bulletin Boards** - Posters or announcements pertaining to Association affairs will not be posted on bulletin boards, or in any area accessible to the public or the students, unless such have first been approved by the appropriate administrative officer. The Association shall have, in each school building, the exclusive 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, but no approval shall be required.
- C - School Facilities** - The Association shall have the right to use school facilities and equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to such use, and for any repairs necessitated as a result thereof.
- D - Visitation Procedure** - Association state and national representatives will first report to the Principal and secure permission before visiting the school or meeting with individual teachers during normal school hours.
- E - Information** - The Board agrees to furnish to the Association, in response to reasonable requests available information concerning the educational programs and the financial resources of the district.

ARTICLE XIV

SALARY PROVISIONS

- A - Salary - The salary guide and provisions applicable to all persons covered by this Agreement are set forth in Schedule A which is annexed hereto and made a part hereof.
- B - Extra Compensation - Extra compensation for athletic coaches and co-curricular advisors shall be as set forth in Schedule B annexed hereto and made a part hereof.
- C - Eligibility Requirements - To be eligible for service increment and/or adjustment, the teacher shall have performed satisfactory service and shall have been recommended by the principal and superintendent.
- D - Appeal Procedure - A teacher under tenure denied the increment or adjustment will be advised accordingly and has the right to appeal his case to the Board provided it is made in writing to the Superintendent through proper channels who will, in turn submit the written appeal to the Board.

The tenured teacher denied the increment or adjustment may request a hearing before the Board

Any appeal from the action of the Board to withhold an increment or adjustment or any part thereof from a tenured teacher shall be to the Commissioner of Education.

ARTICLE XV

DEDUCTION FROM SALARY

The Board agrees to make deductions from salaries in compliance with N.J.S.A. 52:14-15.9a and under rules established by the State Board of Education.

ARTICLE XVI

NON-TEACHING DUTIES

The practice of asking teachers to give up their preparation period to cover absent teacher assignments is to be discouraged.

ARTICLE XVII

PERSONAL AND ACADEMIC FREEDOM

- A - Purpose - The Board and the Association agree that academic freedom is essential to the fulfillment of the purposes of the Metuchen School District and they acknowledge the fundamental need to protect teachers from unwarranted censorship or restraint.
- B - Personal Life of Teacher - The personal life of a teacher is not an appropriate concern or attention of the Board except as it may directly prevent the teacher from performing properly his assigned functions during the workday.

ARTICLE XVIII

JUDICIAL AND/OR ADMINISTRATIVE RULINGS

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

ARTICLE XIX

SEVERABILITY

If any provision of this Agreement is or shall at any time be contrary to law, the balance of the Agreement shall remain in full force and effect.

ARTICLE XX

DURATION

This Agreement will remain in full force and effect from July 1, 1972 until June 30, 1974, provided, however, that this Agreement may be re-opened October 15, 1972, solely for the purpose of negotiating salaries and insurance benefits for the 1973-1974 school year.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

METUCHEN BOARD OF EDUCATION

METUCHEN EDUCATION ASSOCIATION

BY _____

BY _____

date _____

date _____

SCHEDULE A

SALARY GUIDE FOR 1972-1973

<u>Years of Employment</u>	<u>Group A Bachelors Degree</u>	<u>Group B* Bachelors Degree plus 30 Credits</u>	<u>Group C Masters Degree</u>	<u>Group D* Masters Degree plus 30 Credits</u>	<u>Group E Doctorate</u>
1	\$ 8,400	\$ 8,700	\$ 9,000	\$ 9,600	\$10,200
2	8,700	9,000	9,300	9,900	10,500
3	9,000	9,300	9,600	10,200	10,800
4	9,300	9,600	9,900	10,500	11,100
5	9,600	9,900	10,200	10,800	11,400
6	9,900	10,200	10,500	11,100	11,700
7	10,200	10,500	10,800	11,400	12,000
8	10,600	10,900	11,200	11,800	12,400
9	11,100	11,400	11,700	12,300	12,900
10	11,500	11,900	12,200	12,800	13,400
11	12,100	12,400	12,700	13,300	13,900
12	12,700	13,000	13,300	13,900	14,500
13	13,400	13,700	14,000	14,600	15,200

*Courses presented for qualification, must be approved by the Superintendent in advance of registration.

1. Full credit granted for prior teaching and related service.
2. A maximum of four (4) years credit will be granted for military service.

3. To encourage post graduate study, teachers enrolled in approved graduate courses will be eligible for tuition grants up to \$100 per year.

4. Non-degree teachers will be paid \$600 less than their appropriate place on the scale for Group A.

5. Service increments and/or adjustments are not automatic and may be withheld by the Board for inefficiency or other just cause.

SCHEDULE B

EXTRA CURRICULAR SALARY GUIDE

FCP. 1972-1973

FRANKLIN

Modern Dance	\$ 100.00
Yearbook	125.00
Yearbook-business	100.00
Literary Magazine	125.00
Orchestra	100.00
Student Council	250.00
Chorus - 6	100.00
Band	200.00
Chorus 7 - 8	100.00

HIGH SCHOOL

Bulldog's Bark	400.00
Bulldog's Bark Sports	125.00
Bulldog's Bark-Advertising	125.00
Blue Letter	400.00
Blue Letter Advertising	125.00
Band	500.00
Chorus/Glee Club	400.00
Cheerleaders	300.00
Twirlers/Drill Team	150.00

Modern Dance	\$ 150.00
School Store	200.00
Student Council	300.00
Dramatics	400.00
Treasurer/Student Funds	500.00
Literary Magazine	150.00
Class Advisors-	
Senior	100.00
Junior	100.00
Sophomore	100.00
Freshman	100.00
<u>Athletics and Intramurals</u>	
Football	
Head Coach	1050.00
Assistant	650.00
Assistant	650.00
Assistant	650.00
Assistant	650.00
Assistant	650.00
Basketball	
Head Coach	950.00
Junior Varsity	600.00
Freshman	500.00

Track

Head Coach \$ 650.00

Assistant 500.00

Assistant 500.00

Winter Track 300.00

Cross Country 500.00

Wrestling

Head Coach 700.00

Junior Varsity 500.00

Freshman 450.00

Baseball

Head Coach 650.00

Junior Varsity 550.00

Freshman 500.00

Tennis (boys) 450.00

Tennis (girls) 350.00

Golf 400.00

High School Intramurals (girls) 200.00

200.00

200.00

Franklin School Intramurals

Fall 250.00

250.00

Winter 250.00

250.00

Spring 250.00

250.00