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15-06

AGREEMENT BETWEEN

MIDDLE TOWNSHIP EDUCATION ASSOCIATION

AND THE

BOARD OF EDUCATION OF MIDDLE TOWNSHIP

COUNTY OF CAPE MAY, NEW JERSEY

THIS BOOK DOES
NOT CIRCULATE

PREAMBLE

This agreement entered into this 20th day of October, 1972, by and between the Board of Education of Middle Township of Cape May County, New Jersey, hereinafter called the "Board" and the Middle Township Education Association, hereinafter called the "Association."

ARTICLE I

NEGOTIATION OF SUCCESSOR AGREEMENT

- A. On or before October 1st the Board shall meet with the Association in formal session to receive all proposals and to establish procedural ground rules for negotiations. The Board shall also submit its proposals, if any, for collective negotiations, in writing to the chairman of the Association's Negotiations Committee no later than the above date.
- B. Representatives of the Board and the Association shall begin negotiations on or before November 1. During the interim period between the submission of proposals and the date of commencing of negotiations by the representatives, Board and Association representatives shall meet as requested for the purpose of clarification of financial details, contractual meaning and matters affecting the educational process.
- C. During negotiation, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter-proposals. The Board shall make available to the Association upon request all information which is in the public domain.
- D. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

- E. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any teacher benefit existing prior to its effective date.
- F. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement, neither party shall 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 executed this Agreement.
- G. 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 during the 1972-73 and 1973-74 school year.

ARTICLE IIGRIEVANCE PROCEDUREDefinition

- A. A "grievance" shall mean a complaint by an employee of the Public School System that there has been to him a personal loss, injury of inconvenience because of a violation, misinterpretation or inequitable application of Board policies and agreements, or administrative decisions except that the term "grievance" shall not apply to (a) any matter for which a method of review is prescribed by law or (b) any rule or regulation of the State Commissioner of Education or (c) any matter which according to law is either beyond the scope of Board authority or limited to unilateral action by the Board alone (d) a complaint of a non-tenure teacher which arises by reason of his not being re-employed (e) or a complaint by any certificated personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in any position for which tenure is either not possible or not required. A grievance to be considered under this procedure must be initiated by the employee within fifteen (15) working days of its occurrence.
- B. Clarification of Items (a), (b), and (c).

The above shall be interpreted that there will be no violation of the existing State laws or rules and regulations of the State Commissioner of Education. Its purpose is not to limit the number of grievable items.

Procedure

1. A. Any member of the staff shall have the right to present a complaint as specified herein.
- B. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment and to state its views.
- C. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. 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 of the decision rendered at that step.

- D. It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.
 - E. All meetings and hearings under this procedure shall be conducted in private session and shall include only such parties as are designated or heretofore referred to in this grievance procedure.
 - F. All documents, communications and records dealing with the processing of a grievance shall be kept in a separate grievance file while disposition of a grievance is pending.
 - G. On or before September 15 the president shall supply names of each building grievance representative to the Superintendent.
2. Any employee who has a grievance shall discuss it first with his principal (or immediate superior or department head, if applicable) in an attempt to resolve the matter informally at that level.
 3. If as a result of the discussion, the matter is not resolved to the satisfaction of the employee within 5 school days, he shall set forth his grievance in writing to the principal on the appropriate form specifying:
 - (a) The nature of the grievance.
 - (b) The nature and extent of the injury, loss or inconvenience.
 - (c) The results of previous discussions.

The principal shall communicate his decision to the employee in writing within 3 school days of receipt of the written grievance.

Each school building shall have a designated grievance representative appointed by the Association. The building grievance representative shall be informed and have the right to be present and assist upon request at any level of the grievance procedure, providing the employee presenting the grievance wishes his assistance.

4. The employee, no later than 5 school days after receipt of the principal's decision, may appeal the principal's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing reciting the matter submitted to the principal as specified above and his or her dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible but within a period not to exceed 10 school days. The Superintendent shall communicate his decision in writing to the employee and the principal.

5. If the grievance is not resolved to the employee's satisfaction, he, no later than 5 school days after receipt of the Superintendent's decision, may request a review by the Board of Education. The request shall be submitted in writing through the Superintendent of Schools who shall attach all related papers and forward the request to the Board of Education. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, hold a hearing with the employee and render a decision in writing within thirty calendar days of receipt of the grievance by the Board or of the date of the hearing with the employee, whichever comes later.
6. If the employee is dissatisfied with the decision of the Board of Education, the employee or the Teachers' Association may request the appointment of an arbitrator, such request to be made known to the Superintendent no later than two weeks after the decision, in writing, of the Board of Education was made known.
7. The following procedure will be used to secure the services of an arbitrator:
 - (a) A joint request will be made to the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
 - (b) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the American Arbitration Association to submit a second roster of names.
 - (c) If the parties are unable to determine, within ten school days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either party to designate an arbitrator.

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 policy of the Board of Education. The recommendations of the arbitrator shall be binding. Only the Board and the aggrieved and his representatives shall be given copies of the arbitrator's report of findings and recommendations. This shall be accomplished within 30 days of the completion of the arbitrator's hearings.

C. Costs

- (a) Each party will bear the total cost incurred by themselves.
- (b) The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.

- (c) If time is lost by any employee due to arbitration proceedings necessitating the retention of a substitute, the Board will pay only the cost of the substitute. If the arbitrator rules favorably for the employee, the Board of Education will pay the salary for the time lost; if the ruling is against the employee, time lost must be without pay.

ARTICLE III

TEACHER RIGHTS

The Board will respect all teachers' rights and privileges as outlined in Chapter 303, Public Laws 1968.

ARTICLE IVASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to furnish to the Association in response to reasonable requests information concerning audits, tentative budgets, list of names and addresses of all Board members, administrators, faculty members, clerical employees and nurses. The Association has the right as any other person to request the right to read minutes of Board meetings. Any information of non-confidential nature will be readily made available for their reading upon request.
- B. The Board of Education will grant to the Association upon request the use of school buildings at reasonable hours for meetings. The principal of the building in question should be asked in advance of time and place of all meetings to determine if building is available. If building is desired for use for other than or in addition to the MTEA, permission should be obtained from the Superintendent of Schools. No meetings on Sunday. Periods when not covered by janitorial staff should also be cleared through the Superintendent of Schools.
- C. The Board will grant to the Association, use of school facilities and equipment, including typewriters, mimeographing machines, other duplication equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use and upon approval of principal. In buildings where pay phones have not been installed, the Association shall have the use of office phones provided that such use does not interfere with the operation of the office.
- D. Representatives of the 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, provided that this shall not interfere with or interrupt normal school operations.
- E. The Association shall have exclusive use of a bulletin board in each faculty lounge of each school building.

ARTICLE VTEACHER WORK YEAR

- A. The Superintendent of Schools shall recommend to the Board of Education a school calendar for the year 1973-74 and 1974-75 after consultation with the Association. Any change which may be necessary after original adoption by the Board of Education shall be discussed with the Association prior to Board action; and this present practice shall be continued.

ARTICLE VITEACHING HOURS AND TEACHING LOAD

A. Teacher Day

1. The present practice regarding teacher check-in and check-out shall be continued during the term of this contract.
2. The present practice regarding arrival and departure time of teachers shall be continued during the term of this contract.
3. No teacher shall be required to report for duty earlier than fifteen (15) minutes before the opening of the pupils' school day, and shall be permitted to leave fifteen (15) minutes after the close of the pupils' school day.
4. The total in-school work day for all teachers shall consist of not more than seven (7) hours and thirty (30) minutes, which shall include a duty-free lunch period of not less than thirty (30) minutes.
5. The present practice regarding teacher preparation periods shall be continued for the term of this contract.
6. Teacher participation in extra-curricular activities for which chaperones are needed and teachers who participate in field trips which extend beyond the normal school day shall be compensated at the rate of \$3.00 per hour (72-73 and 73-74.)
7. Chaperone duty shall be on a voluntary basis. If there are insufficient volunteers, chaperones shall be drawn on a rotating basis within each school building for the function in that building. No compensation will be paid for chaperone duty for class trips or other than board sponsored activities. Chaperones participating in the senior class trip is on a strictly voluntary basis.
8. The Board reserves the right to require teachers to attend faculty meetings which take place after the regular pupil school day. However, except in a case of extreme emergency, teachers will be informed 48 hours in advance of such meetings. Such building meetings will commence no later than 15 minutes after the regular pupil school day. Meetings involving personnel from more than one building or district-wide faculty meetings shall commence no later than 15 minutes after the latest dismissal of pupils in the district.

B. Teacher Load

1. Present practice regarding the daily teaching load of all teachers shall be continued during the term of this contract.
2. The present practice regarding the assignment of department heads to instruction-supervision periods and being excused from study hall and ~~home~~ room assignments shall be continued during the term of this contract.
3. The present practice concerning subject areas and number of preparations for junior and senior high school teachers shall be continued during the term of their contract.
4. Elementary school teachers shall be permitted to leave their classes and/or classrooms when a specialist is teaching.

ARTICLE VIICLASS SIZE

- A. The Board agrees to continue its present practice of attempting to keep class size at an acceptable number considering financial conditions in the district, available facilities and qualified faculty and in the best interest of the district as viewed administratively feasible.

ARTICLE VIIINON-TEACHING DUTIES

- A. The Board and the Association agree that in order to study methods to relieve the non-teaching obligations of teachers, a committee shall be established which shall study and recommend to the Board and the administration means of relieving teachers of as many of these duties as possible. The committee shall consist of three (3) representatives of the Association, three (3) Board members, and the Superintendent of Schools. This committee shall meet three times each year, during November, March and May. The recommendations of the committee shall be presented to the Board no later than September 1973 & September 1974.
1. Teachers shall not be required to drive students to activities which take place away from the school building. A teacher may do so voluntarily, however, with the advance approval of his principal or immediate supervisor. He shall be compensated at the rate of ten (10) cents per mile for the use of his automobile.

ARTICLE IXSALARIES

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. This includes 1972-73 and 1973-74 salaries.

B. "18A:29-14." Withholding increments; causes; notice of appeals.

"Any board of education may withhold, for inefficiency or other good cause, the employment increment, or the adjustment increment, or both, of any member in any year by a recorded roll call majority vote of the full membership of the board of education. It shall be the duty of the board of education, within 10 days, to give written notice of such action, together with the reasons therefor, to the member concerned. The member may appeal from such action to the commissioner under rules prescribed by him. The commissioner shall consider such appeal and shall either affirm the action of the board of education or direct that the increments be paid. The commissioner may designate an assistant commissioner of education to act for him in his place and with his powers on such appeals. It shall not be mandatory upon the board of education to pay any such denied increment in any future year as an adjustment increment."

"Amended by L.1968, c. 295, s 13, eff. Sept. 9, 1968."

ARTICLE X

VOLUNTARY AND INVOLUNTARY TRANSFERS AND REASSIGNMENT

- A. All vacancies in the Middle Township School District shall be made known to the teachers by the President of the Teachers' Association who will be notified by the Superintendent as the vacancies occur.
 1. Should any teacher desire to make a change or want any additional information regarding vacancies, he shall make known this fact in writing to the Superintendent via the principal. All requests shall be given due consideration. The final decision regarding the filling of a vacancy will rest with the Superintendent after he has consulted with the principal concerned.

ARTICLE XIPROMOTIONS

- A. When positions on the administrator-supervisory levels of responsibility including but not limited to positions as Superintendent, Principal, Assistant Principal, Guidance Counselor, Director of Guidance and Department Coordinator become vacant, such vacancies shall be adequately publicized by the Superintendent at least two (2) weeks before the appointment. All qualifications for the position shall be posted. All qualified teachers shall be given adequate opportunity to make application for such positions. In filling vacancies, due consideration shall be given to qualified teachers already employed by the Board.

ARTICLE XIISICK LEAVE

- A. All teachers shall be entitled to ten (10) sick leave days each school year, as of the first official day of said school year, whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.

ARTICLE XIIITEMPORARY LEAVES OF ABSENCE

- A. As of the beginning of the 1970-71 school year, teachers shall be entitled to the following temporary nonaccumulative leaves of absence with full pay each school year. It is the intent of the parties that these days will be for obligations which cannot be met except during school hours.
1. A total of three (3) days leave of absence for the following:
 - (a) Graduation of self, spouse or child.
 - (b) Medical examination which cannot be conducted during non-school hours.
 - (c) Court appearances.
 - (d) Real Estate contracts and/or title closings.
 - (e) Moving from one residence to another.
 - (f) Illness of parent, spouse or child, or member of the immediate family.
 - (g) Funeral of a person not covered under the section pertaining to death in the immediate family.
 - (h) Hearings before any governmental agencies.
 - (i) Consultations with attorneys.
 - (j) Religious hold days.
 2. Written notice for such leave shall be made to the building principal at least three (3) days before taking leave under this Article, except in the case of emergencies. Under such notice it will be necessary for the employee to merely certify that the reason for the personal day is one of those enumerated in the contract, without specifying exactly which particular reason is involved. In the event of an emergency, an oral notice to the building principal will suffice.
 3. In the event that the present form is unsatisfactory for the purposes of this Article, a new form shall be mutually developed by the administration and the Association.

4. In the event of death in the immediate family, the days given for this purpose shall be over and above the number of days given for Personal Leave as noted in the above section. The applicant for leave under this section devoted to death in the immediate family will consult with the Superintendent regarding the number of days necessary for leave under this section. "Immediate family" shall be husband, wife, child, father or mother, brother, sister, parent of spouse, grandparents, or other members of the immediate household.

ARTICLE XIVEXTENDED LEAVES OF ABSENCE

- A. The Board agrees that up to two teachers designated by the Association shall, upon request, be granted a leave of absence without pay for up to one year for the purpose of engaging in activities of the Association or its affiliates.
- B. A leave of absence without pay of up to one year shall be granted to any 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 such programs, or accepts a Fulbright Scholarship.
- C. A teacher on tenure shall be granted a leave of absence without pay for up to two years to teach in an accredited college or university.
- D. The Board shall grant a leave of absence without pay to any teacher to campaign for or serve in a public office or to campaign for a candidate for a public office other than himself.
- E. Other leaves of absence without pay may be granted by the Board for good reason.
- F. A teacher shall not receive increment credit for time spent on a leave granted to Sections D or E of this Article, nor shall such time count toward the fulfillment of the time requirements for acquiring tenure.
- G. All benefits to which a teacher was entitled at the time of absence commenced, including unused sick leave and credits toward sabbatical eligibility, shall be restored to him upon his return, and he shall be assigned to the same position which he held at the time said leave commenced, if available, or if not, to a substantially equivalent position.
- H. All extensions or renewals of leaves shall be applied for and granted in writing.
- I. Any female teacher shall upon request to the Superintendent of Schools in writing be granted a leave of absence without pay for maternity purposes for a period of not more than twenty-four (24) months.

Said notice must contain the expected birth date.

Pregnant teachers may not be removed from their classroom or teaching duties unless their teaching performance has noticeably declined or for other just cause.

Pregnant teachers may be removed for medical reasons only if they are unable to produce a certification from their physician that they are able to safely continue working.

Any pregnant teacher, who continues to work into her seventh month of pregnancy, must produce the aforesaid physician's certificate every two weeks thereafter, until the start of the ninth month of pregnancy, when such certificate must be presented every fifth day.

If the physician for the teacher and the Board of Education disagree as to the teacher's physical condition, then an impartial third physician shall be appointed to conduct an examination and make a binding decision on the teacher's physical ability to continue teaching.

Notice that the employee intends to return to active duty must be made at least six (6) months before the date of return. No teacher may return to duty except at the beginning of the fall term.

A non-tenured pregnant teacher shall not be entitled to a leave of absence beyond the contract school year in which the leave was obtained.

Notice of intent to apply for leave shall be filed with the Superintendent three (3) months in advance of the date of the commencement of the maternity leave.

Any tenured female employee who adopts an infant shall be eligible for a maternity leave if she so requests, not to exceed twenty-four (24) months. In cases of adoption notice of intent to apply for leave shall be filed with the Superintendent three (3) months in advance of the date of the commencement of the leave.

ARTICLE XV

SABBATICAL LEAVES

- A. A sabbatical leave shall be granted to a teacher by the Board for study, or for other reasons of value to the school system.
- B. Sabbatical leave shall be granted subject to the following conditions:
 - 1. Applicants for sabbaticals shall be submitted by the applicants and passed upon by the Board of Education during the 1972-73 and 1973-74 contract year.
 - 2. The implementation of the sabbatical shall become effective during the 1973-74 and 1974-75 contract year.
 - 3. Requests for sabbatical leave must be received by the Superintendent in writing no later than January 31, and action must be taken on all requests no later than April 1 of the school year preceding the school year for which the sabbatical leave is requested.
 - 4. The teacher has completed at least six (6) consecutive years of service in the Middle Township School District.
 - 5. Accompanying the application, will be an approved course of study from a recognized college or university, if applicable.
 - 6. The applicant receiving a sabbatical will agree in writing to return to the service of the district for a period of two (2) years following the completion of his sabbatical and will execute a promissory note to return all money if he does not so return to the district.
 - 7. A teacher on sabbatical leave for a full school year shall be paid by the Board at fifty (50%) percent of the salary rate which he would have received had he remained on active duty.
 - 8. Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of his absence.

ARTICLE XVI

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

- A. In our rapidly changing society teachers must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social changes and other topics related to education. The Board recognizes that it shares with its professional staff the responsibility for the upgrading and updating of teacher performance and attitudes. The Board and the Association support the principle of continuing training of teachers and the improvement of instruction.

In order to facilitate and provide for in-service training sessions at least one day and not more than three days per year will be provided for in the school calendar for in-service training sessions.

- B. The Superintendent and the President of the Association shall confer regarding the advisability and practicability of professional in-service training sessions. It is agreed that such a session is likely to be of benefit to the Middle Township School System.

A steering committee will be formed for the purpose of planning the in-service training sessions. The membership of the committee will be composed of the Superintendent, President of the Association, four (4) building principals and one (1) member of the teaching staff from each building appointed by the faculty of their respective building.

When plans are fully developed, they shall be presented to the faculties of the various schools for consideration and suggestions. When plans are finally approved, the Superintendent, shall ask the Board of Education for approval of the in-service session and the date on which they are to be held. The fee and reasonable expenses to secure a professionally qualified consultant and/or speaker to take part in the sessions shall be paid by the Board of Education.

- C. The Board agrees to maintain its present practice of reimbursement at the rate of \$6.00 per hour for teacher attendance at workshops.
- D. The Board will reimburse one-half of the cost for tuition for a maximum of two courses taken in a given year based on the tuition charged at one of the New Jersey State Colleges. A year includes the time between July 1 and June 30. The maximum reimbursement is one-half of the tuition charged at a New Jersey State College for the same number of credits regardless of where the courses are taken. Also, reimbursement will not exceed a maximum of one-half of six credits for two courses or a maximum of one-half of four credits for one course taken in any year. When the teacher submits the bill after the course or courses have been successfully completed, she must be under contract and have full intention to continue teaching in the Middle Township School.

The course or courses must be in the field of the teacher's assignment or a related field and must be approved by the Superintendent before the course is taken by the teacher. At the close of the course, proof of the credit earned must be submitted to the Superintendent.

This action is intended to be an encouragement to teachers to improve in their field or to take the requirement to meet proper certification but it is not to be construed that the Board of Education sponsors the courses taken. This matter is entirely a teacher responsibility.

ARTICLE XVIIINSURANCE PROTECTION

- A. As of the beginning of the 1970-71 school year, the Board shall pay the full premium for each teacher under the New Jersey Employees State Health Benefits Plan.
- B. As of the beginning of the 1973-74 school year, the Board shall pay full premium of the employee and 35% of the full premium for dependent coverage of each employee under the New Jersey Employees State Health Benefits Plan.

ARTICLE XVIIIEXTRA-CURRICULAR COMPENSATION

- A. Compensation for all extra-curricular activities shall be as set forth in Schedule "B" which is attached hereto and made a part hereof. (This includes a 1972-73 and 1973-74 salary schedule.)

ARTICLE XIX

TEACHER EMPLOYMENT

A. A teacher's contract shall stipulate for all teachers with one or more years service the following:

1. Salary
2. That he will teach in his areas of certification where administratively possible.

ARTICLE XX

TEACHER EVALUATION

- A. The Board will continue its present practice with regard to teacher evaluation.

ARTICLE XXI

MISCELLANEOUS PROVISIONS

- A. The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by language of this agreement, in accordance with applicable laws and regulations (a) to direct employees of school district, (b) to hire, rehire, promote, transfer, assign, and retain employees in positions in the school district, and for just cause to suspend, demote, discharge or take any other disciplinary action against employees, (c) to maintain efficiency of school district operations entrusted to them, (d) take whatever actions that may be necessary to accomplish the mission of school district in situations of emergency.
- B. It is understood by all parties that under 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.
- C. This agreement constitutes the entire agreement between the Board of Education and Teachers Association and settles all demands and issues with respect to all matters subject to negotiations. Nothing in this agreement which changes pre-existing Board policy, rules or regulations shall operate retroactively unless expressly so stated herein. This agreement shall not be altered, amended, or changed except in writing after mutual agreement of the parties and after ratification by duly authorized groups and signed by both the Board and the Association which writing shall be appended hereto and become a part of this agreement. In the event that any provision or portion of this agreement is ultimately ruled invalid for any reasons by an authority of established and competent legal jurisdiction, the balance and remainder of this agreement shall remain in full force and effect.
- D. Copies of this Agreement shall be printed within thirty (30) days after the Agreement is signed and presented to all teachers now employed. These changes in policy will be incorporated in the policy booklet.
- E. Any agreements or supplements pertaining to salary, fringe benefits and/or any items(s) involving direct monetary gains which are ruled to be non-allowable shall be adjusted only after mutual discussion and agreement by the Board and the Association to conform with the Federal Pay Board ruling pertaining to those items.

ARTICLE XXII

DURATION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 1972 and shall continue in effect until June 30, 1974. Subject to the Association's right to continue as majority representative and negotiate over a successor agreement. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

- B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, all on the day and year first above written,

MIDDLE TOWNSHIP EDUCATION ASSOCIATION

MIDDLE TOWNSHIP BOARD OF EDUCATION

By _____
President

By _____
President

Attest _____
Secretary

Attest _____
Secretary

MIDDLE TOWNSHIP PUBLIC SCHOOLS
CAPE MAY COURT HOUSE, N.J.

Schedule A

1972-73

<u>Step</u>	<u>Non-Degree</u>	<u>B</u>	<u>B+30</u>	<u>M</u>	<u>M+30</u>	<u>D</u>
0	7200	7800	8100	8400	9000	9600
1	7500	8100	8400	8700	9300	9900
2	7800	8400	8700	9000	9600	10,200
3	8100	8700	9000	9300	9900	10,500
4	8400	9050	9350	9650	10,250	10,850
5	8700	9400	9700	10,000	10,600	11,200
6	9000	9750	10,050	10,350	10,950	11,550
7	9300	10,150	10,450	10,750	11,350	11,950
8	9600	10,550	10,850	11,150	11,750	12,350
9	9900	11,050	11,350	11,650	12,250	12,850
10	10,200	11,550	11,850	12,150	12,750	13,350
11	10,500	12,050	12,350	12,650	13,250	13,850
12	-- ---	12,300	12,600	12,900	13,500	14,100

MIDDLE TOWNSHIP PUBLIC SCHOOLS
CAPE MAY COURT HOUSE, N.J.

Schedule A

1973-74

<u>Step</u>	<u>Non-Degree</u>	<u>B</u>	<u>B+30</u>	<u>M</u>	<u>M+30</u>	<u>D</u>	<u>Increment</u>
0	7640	8240	8540	8840	9440	10,040	300
1	7940	8540	8840	9140	9740	10,340	350
2	8240	8890	9190	9490	10,090	10,690	350
3	8540	9240	9540	9840	10,440	11,040	400
4	8840	9640	9940	10,240	10,840	11,440	400
5	9140	10,040	10,340	10,640	11,240	11,840	400
6	9440	10,440	10,740	11,040	11,640	12,240	450
7	9740	10,890	11,190	11,490	12,090	12,690	450
8	10,040	11,340	11,640	11,940	12,540	13,140	500
9	10,340	11,840	12,140	12,440	13,040	13,640	500
10	10,640	12,340	12,640	12,940	13,540	14,140	500
11	10,940	12,840	13,140	13,440	14,040	14,640	500
12	10,940	13,340	13,640	13,940	14,540	15,140	500

SCHEDULE B

COACHING POSITION

<u>Position</u>	<u>Salary 1972-73</u>	<u>Salary 1973-74</u>
Athletic Director	\$ 1108.00	\$ 1169.00
Football-Head Coach	950.00	1002.00
Football Assistant Coach	581.00	613.00
Football Assistant Coach	581.00	613.00
Football Assistant Coach	581.00	613.00
Basketball-Head Coach	844.00	891.00
Basketball-J.V. Coach	581.00	613.00
Basketball-Freshmen	475.00	501.00
Basketball-7th & 8th Grade	422.00	446.00
Track Coach	685.00	724.00
Track Assistant Coach	422.00	446.00
Baseball Coach	686.00	724.00
Baseball Assistant Coach	422.00	446.00
Golf Coach	317.00	334.00
Girls' H.S. Softball Coach	400.00	422.00
Boys' Elementary Intra-Murals	400.00	422.00
Girls' Elementary Intra-Murals	400.00	422.00
Boys' H.S. Intra-Murals	400.00	422.00
Girls' H.S. Intra-Murals	400.00	422.00
Girls' Field Hockey	422.00	445.00
Girls' Basketball	475.00	501.00

EXTRA-CURRICULAR ACTIVITIES

Dramatics	211.00	223.00
Yearbook	528.00	557.00
Activities Accountant	950.00	1002.00
School Newspaper	211.00	223.00
Cheerleaders	475.00	501.00
School Store	159.00	167.00
Band Front & Related Activities	422.00	446.00
Department Heads	317.00	334.00
H.S. Student Council Advisor	200.00	211.00
Elementary Student Council Advisor	200.00	211.00