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**CONTRACT**

**BETWEEN**

**MANTUA TOWNSHIP BOARD OF EDUCATION**

**AND**

**MANTUA TOWNSHIP EDUCATION ASSOCIATION**

**1986 - 1988**

X July 1, 1986 - June 30, 1988

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PREFACE

This **AGREEMENT**, made this 4th day of September, 1986, between the BOARD OF EDUCATION OF THE TOWNSHIP OF MANTUA, in the county of Gloucester, party of the first part, hereinafter called the BOARD OF EDUCATION, and the MANTUA TOWNSHIP EDUCATION ASSOCIATION, party of the second part, hereinafter called the ASSOCIATION:

**WITNESSETH THAT:**

The parties hereto for the purpose of promoting relationships which are conducive to the maintenance of a sound school system, each for the benefit of the other, their mutual benefit and each in consideration of the execution of this **AGREEMENT** by the other, do covenant and agree with each other as follows:

ARTICLE I

RECOGNITION

- 1.1 The BOARD OF EDUCATION hereby recognizes the ASSOCIATION as the exclusive and sole representative for the collective negotiations concerning the terms and conditons of employment of certified personnel under contract or on authorized leave of absence. These positions shall be defined as the following: certified teacher, nurse, social worker, and learning disabilities teacher consultant, regardless of source of funding.
  
- 1.2 Unless otherwise indicated, the term TEACHERS when used in this AGREEMENT shall refer to all professional employees represented by the ASSOCIATION in the negotiated unit as defined above.

ARTICLE II

NEGOTIATION PROCEDURE

- 2.1 The parties agree to enter into collective negotiations over a successor agreement in accordance with existing State laws in a good effort to reach agreement on all matters concerning the terms and conditions of employment of teachers covered by this agreement. Proposals of the ASSOCIATION are to be submitted to the Superintendent no later than October 1 of the year immediately preceding the expiration year of the current contract. Meetings between the parties shall commence no later than November 1 of the year immediately preceding the expiration year of the current contract. Any agreements negotiated shall apply to all teachers covered by this agreement, be reduced to writing, be signed by the Board of Education and the Association and adopted by the parties. It is further agreed that this Agreement may not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties and attached hereto.
- 2.2 During negotiations, the BOARD OF EDUCATION and the ASSOCIATION or their designated representatives shall present relevant data, exchange points of view and make written proposals and counter proposals.
- 2.3 Upon agreement by the parties in negotiations, these parties shall make recommendations for agreement to their respective constituents for consideration or ratification. Neither party in negotiations shall control the selection of the negotiating representatives of the other party.
- 2.4 The provisions in this Agreement shall constitute the entire understanding between the parties; and no changes, revisions, alterations, or amendments shall be effected during the term of this Agreement.

ARTICLE III

GRIEVANCE PROCEDURE

3.1 Preamble:

The BOARD OF EDUCATION and the ASSOCIATION endeavor to promote relationships which are conducive to building a sound school system. In line with this attitude, they believe that all professional employees are entitled to have their grievances investigated and resolved through established channels. Satisfactory settlement of grievances contributes to increasing the efficiency and effectiveness of the professional employee, to the advantage of the students and the school system.

It is essential that definite procedures be established and followed for the presentation and solution of grievances. The Superintendent of Schools shall develop these procedures by:

- A. Making provision for the employees to direct communication with the person responsible for the alleged grievance.
- B. Assuring that the channels of communication are open without fear of reprisal.
- C. Providing for the use of representation by the employee in the procedure.

3.2 Definition

- A. A grievance is an appeal of the interpretation, application, or violation of policies, agreements and administrative decisions affecting a teacher or group of teachers as it concerns terms and conditions of employment.
- B. Any grievance based on administrative decision or Board policy and affecting terms and conditions of employment shall be appealable no further than the BOARD OF EDUCATION. Only a grievance based on the language of this contract as it affects terms and conditions of employment shall be appealable to arbitration.

### 3.3 Procedure

- A. All grievances are to be filed at the lowest appropriate level. For the purpose of this Agreement, the lowest appropriate level shall be the level at which the grievance was created or the level which has the authority to resolve the grievance. If Level Two is deemed to be the lowest appropriate level, a photocopy of the grievance shall be given to the building principal if the grievance is filed on the behalf of a single grievant; or to all district administrators if the grievance is filed on behalf of the teachers.
- B. LEVEL ONE: Should Level One be deemed to be the lowest appropriate level the formal grievance shall be submitted to the building principal. The building principal shall render a decision and return the grievance to the Association Chairperson of the Professional Rights and Responsibilities Committee, with a courtesy photocopy to the Association President and the Superintendent within ten (10) school days of receipt of the grievance.
- C. LEVEL TWO: Should Level Two be deemed to be the lowest appropriate level, the formal grievance shall be submitted to the Superintendent of Schools; or, if the grievance has passed through Level One and has not been resolved to the grievant's satisfaction, it shall be presented to the Superintendent within ten (10) school days of being returned to the ASSOCIATION. In either case, the Superintendent shall render his decision and return the grievance to the Association Chairperson of the Professional Rights and Responsibilities Committee, with a courtesy photocopy to the Association President within ten (10) school days.
- D. LEVEL THREE: If the aggrieved is not satisfied with the Superintendent's decision, the aggrieved and his representative may file through the Superintendent's Office, within ten (10) school days after receiving the Superintendent's decision, an appeal, in writing to the BOARD OF EDUCATION. It shall be the duty of the Superintendent to notify the BOARD OF EDUCATION of the receipt of such a written appeal. The BOARD OF EDUCATION shall meet with the parties of interest within twenty-five (25) calendar days of receiving the written appeal at a mutually acceptable time and place in Executive Session, in order to hear the merits of the case. The aggrieved party has the right to counsel, representation, and witnesses on their behalf. The decision made by the BOARD OF EDUCATION shall be communicated to the respective parties in writing within forty (40) calendar days of the hearing.

The grievant must notify the BOARD OF EDUCATION within ten (10) school days of receiving the BOARD'S decision of its intention to appeal said decision to arbitration. If the grievant does not do so within ten (10) school days, the grievance is considered automatically resolved based on the decision rendered by the BOARD OF EDUCATION.

- E. If a resolution of the grievance is not achieved at the BOARD OF EDUCATION level, an arbitrator may be selected by mutual agreement or from the American Arbitrators Association or from a list supplied by the New Jersey Public Employees Relations Commission. The cost of such an arbitrator shall be shared by both parties. The decision handed down by such arbitrator shall be binding on both parties.

It shall be the duty of the Superintendent of Schools and the ASSOCIATION to maintain a complete file of written grievances. Such file shall not become a part of the aggrieved's personnel file.

ARTICLE IV

TEACHER RIGHTS

- 4.1 Pursuant to existing laws, the BOARD OF EDUCATION agrees that teachers shall have the right to organize and support the ASSOCIATION and its designated affiliates. The BOARD OF EDUCATION further agrees that it shall not deprive or coerce any teacher in the enjoyment of any rights confirmed by the existing laws of the State of New Jersey and the BOARD OF EDUCATION also agrees that it shall not discriminate against any teacher because of membership in the ASSOCIATION. No teacher shall be disciplined, reprimanded, or reduced in rank or compensation without just cause.
- 4.2 Whenever a teacher is required to appear before the BOARD OF EDUCATION or agent thereof concerning any matter which could adversely affect the continuation of that teacher in his office, position, employment or salary, or any increments pertaining thereto, then s/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/her and represent him/her during such meeting or interview.
- 4.3 The BOARD OF EDUCATION agrees that no teacher shall be prevented from wearing pins or other identification of membership in the ASSOCIATION or its affiliates.
- 4.4 No teacher is to be disciplined or reprimanded in front of students, parents, or staff members.

ARTICLE V

ASSOCIATION RIGHTS

- 5.1 The ASSOCIATION shall have the right to use the interschool mail facilities and school mailboxes with the prior knowledge of the building principal for the dissemination of appropriate material.

ARTICLE VI

TEACHER WORK YEAR

- 6.1 The BOARD OF EDUCATION agrees to establish a school calendar of 185 days. This number shall be inclusive of days when students are required to be in attendance, orientation days for returning teachers, in-service days, and further shall include half day sessions for students the last two (2) days of school.
- 6.2 Those teachers who report for assigned duties prior to the start of the school calendar shall be assured comparable compensation time, in consultation with the appropriate building principal.

ARTICLE VII

TEACHING HOURS

7.1 Preamble

As professionals, teachers are expected to devote their assignments to the time necessary to meet their responsibilities. They shall log in and log out but are not required to designate hour and minutes.

7.2 Arrival and Departure Time

- A. The arrival and departure times for all classroom teachers shall be designated in Subsection B; however, their total in-school work day shall consist of not more than seven (7) hours and fifteen (15) minutes, which shall include a duty-free lunch period as set forth under Section 4 of this Article.
- B. No teacher shall be required to report for duty earlier than thirty (30) minutes before the opening of the pupils' school day.
- C. Days before holidays which exceed one (1) day shall be early dismissal days. Teachers may leave fifteen (15) minutes after the close of the pupils' day. An early dismissal day shall be the minimum number of hours required by the State to constitute a full day.
- D. On Fridays or days when teachers return in the evening for school functions, teachers may leave fifteen (15) minutes after the close of the pupils' day.

7.3 Daily Hours

- A. The daily teaching hours in the elementary schools shall not exceed five (5) hours, forty-five (45) minutes of pupil contact.
- B. Section 7.3 A. does in no way impinge upon or prohibit an individual from volunteering or accepting any other activities connected with or concerning pupil contact within the school system which exceeds the daily teaching hours.

- C. The BOARD OF EDUCATION agrees to provide all teachers with a minimum of ninety (90) minutes of released time during a normal work week, unless an emergency related to a shortage of instructional personnel or a situation which would adversely affect the health, safety or welfare of students should occur which requires the presence of the teacher scheduled for release time. It shall be the building principal's responsibility to make such a determination. A normal work week is defined as any week consisting of five (5) full session days in addition to a guaranteed lunch period.

#### 7.4 Lunch Periods

- A. Teachers shall have a duty-free lunch period of at least thirty (30) minutes.
- B. Teachers may leave the building during their scheduled duty-free lunch period without requesting permission, but must notify the building principal's office upon leaving and returning.
- C. Teachers who are assigned to more than one building per day shall be granted reasonable travel time in addition to a duty-free lunch period. It is the responsibility of the sending and receiving administrators to agree on the teacher's travel time.

#### 7.5 Other Duties

- A. All reasonable efforts will be made by the administration and the BOARD OF EDUCATION to relieve teachers of before-school, lunchtime, after-school playground duties and bus loading duties.
- B. On half-day sessions, music, physical education, speech, multi-media specialist and any other specialist/teacher shall remain at their primary school building.
- C. All teachers may be required to attend a maximum of four (4) meetings per month after school until 4 p.m. The purpose of these meetings shall be for curricular/instructional improvement and administrative planning.

One (1) week's notice shall be provided.

- D. A teacher shall be reimbursed at the rate of \$10. per hour for required supervision of students during evening activities.
- E. Teachers shall attend the annual Back-to-School Night in the appropriate building.

## ARTICLE VIII

### PROTECTION OF TEACHERS

- 8.1 Teachers shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well-being.
- 8.2 A teacher may, within the scope of his/her employment, use and apply such amount of force as is reasonable and necessary: to quell a disturbance threatening physical injury to others; to obtain possession of weapons or other dangerous objects upon the person or within the control of the pupil; for the purpose of self-defense; and for the protection of persons and property.
- 8.3 Whenever any action is brought against a teacher before the BOARD OF EDUCATION or before the Commissioner of Education of the State of New Jersey which may affect his/her employment or salary status, the BOARD OF EDUCATION shall reimburse him/her for the cost of his/her defense if the action is dismissed or results in a final decision in favor of the teacher.
- 8.4 Pursuant to the Statutes of the State of New Jersey, whenever any civil action has been or shall be brought against any person holding any office, position or employment under the jurisdiction of any board of education, including any student teacher, for any act or omission arising out of and in the course of the performance of the duties of such office, position, employment or student teaching, the BOARD OF EDUCATION shall defray all costs of defending such action, including reasonable counsel fees and expenses, together with costs of appeal, if any, and shall save harmless and protect such persons from any financial loss resulting therefrom; and said BOARD OF EDUCATION may arrange for and maintain appropriate insurance to cover all damages, losses and expenses.

- 8.5 Pursuant to the Statutes of the State of New Jersey, should any criminal action be instituted against any teacher for any such act or omission and should such proceeding be dismissed or result in a final disposition favorable to such person, the BOARD OF EDUCATION shall reimburse him/her for the cost of defending such proceeding, including reasonable counsel fees and expenses of the original hearing or trial and all appeals.
- 8.6 A. Teachers shall immediately report cases of assault suffered by them in connection with their employment to their principal or immediate supervisor.
- B. Teachers shall immediately report to their immediate supervisor cases of assault upon pupils.
- C. Such notification shall be immediately forwarded to the Superintendent by the building principal or immediate supervisor who shall comply with any reasonable request from the teacher for any information in the possession of the Superintendent relating to the incident or the persons involved and shall act in appropriate ways as liaison between the teacher, the police and the courts.

ARTICLE IX

LEAVES OF ABSENCE

9.1 Types of Leaves

For the purpose of this Article, the following types of leaves shall be recognized:

- A. Sick Leave
- B. Compassionate Leave
- C. Personal Leave
- D. Involuntary Leave
- E. Maternity Leave
- F. Professional Leave
- G. Sabbatical Leave

9.2 Sick Leave

- A. All teachers employed shall be entitled to twelve (12) sick leave days, with pay, 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 shall be accumulated from year to year with no maximum limit. Sick leave shall be defined by New Jersey Statutes with the following permissive change:

All teachers who are absent from their duties for three (3) or more consecutive teaching days will be required to submit to the Secretary of the BOARD OF EDUCATION a certificate from a physician stating the reason of such absence.

Convalescence must be a continuity of the illness.

- B. Any retiring teacher shall be reimbursed at the rate of \$7. per day up to a maximum of \$500. Beginning with the 1987-88 school year, the teacher shall be reimbursed at the rate of \$7. per day, up to a maximum of \$875. Such reimbursement shall be made only upon a legally executed retirement.

### 9.3 Compassionate Leave

Leaves of absence shall be granted by the Superintendent, with pay, to an individual for a death in the immediate family. The number of days per year shall not be defined but the maximum number of consecutive days per any one crisis shall not exceed five (5).

The immediate family shall be considered as: father, mother, grandfather, grandmother, spouse, child, brother, sister, and grandchild.

One (1) day leave shall be granted with the same stipulations as above in the event of a death of any other relative or any other person domiciled in the teacher's household. There shall be no deduction of pay or sick leave.

### 9.4 Personal Leave

A. A teacher shall receive a maximum of three (3) personal leave days with pay. No more than four (4) teachers in the entire district shall be eligible for personal leave on any given day. Requests shall be honored on a "first come, first serve" basis.

All requests for personal day leave must be made in writing on prescribed forms, submitted forty-eight (48) hours in advance, and be processed by both the building principal and Superintendent. In the event that an emergency prevents such advance notification time, the proper forms must be completed retroactively.

B. For those staff members who have sufficient unused personal days remaining at the end of each school year, a maximum of one and one-half (1-1/2) unused personal days shall be converted to sick leave annually.

C. All requests for a personal day leave which is to occur on a day before or a day after a holiday or scheduled extended school recess must state the reason for such request and be approved by the Superintendent. Approval shall be granted only for the purpose of conducting business which could not be conducted at any other time. Such matter shall include, but not be limited to, legal proceedings, weddings involving the immediate family, travel that cannot be rescheduled, attendance at a graduation for oneself or immediate family, real estate settlements and bona fide emergencies.

## 9.5 Involuntary Leave

Involuntary leave may be requested only after other appropriate accumulated leave has been exhausted. All requests for involuntary leave must be in writing on prescribed forms, submitted seventy-two (72) hours in advance and be approved by both the building principal and Superintendent. Involuntary leave shall be limited to use for a court subpoena or family/household emergency.

Any involuntary leave expected to be longer than five (5) days must be approved by the BOARD OF EDUCATION. No compensation shall be granted for leaves in excess of five (5) days. In such cases, the leave shall be without pay in all instances.

## 9.6 Maternity Leave

- A. The BOARD OF EDUCATION shall grant maternity leave in accordance with the laws of the State of New Jersey.
- B. Upon return, the teacher will be placed on the same step and guide in effect when her leave commenced and with all benefits previously accrued. If the teacher served five (5) full months prior to executing her leave option, she will be placed on the next higher step upon returning at the start of or during the following school year.
- C. The BOARD OF EDUCATION agrees to provide six (6) months of child-rearing leave without pay for adoption of an infant. All rights and privileges granted in 9.6.A & B shall also apply to child-rearing leave; in addition, both male and female employees shall be eligible. In the event that both parents are employed by the Mantua Township BOARD OF EDUCATION, only one (1) parent shall be eligible for child-rearing leave.

## 9.7 Professional Leave

- A. For the purpose of instructional and program improvement the BOARD OF EDUCATION shall provide each teacher with two (2) professional days annually. Such days must be requested in writing on prescribed forms, submitted five (5) days in advance and be approved by both the building principal and Superintendent.
- B. The BOARD OF EDUCATION shall reimburse teachers for the cost of attending a professional workshop, seminar or other similarly approved function, up to a maximum of \$25. per year.

9.8 Sabbatical Leave

A. Purpose

A sabbatical leave shall be granted to a teacher by the BOARD OF EDUCATION for study, including study in another area of specialization, for travel, or for other reasons of value to the school system.

B. Conditions

Sabbatical leave shall be granted, subject to the following conditions:

- (1) If there are sufficient qualified applicants, sabbatical may be granted to a maximum of two (2) teachers in any academic year.
- (2) Requests for sabbatical leave must be received by the Superintendent in writing in such form as may be mutually agreed on by the ASSOCIATION and the Superintendent no later than January 1 and action must be taken on all such requests no later than April 1 of the school year preceding the academic year for which the sabbatical leave is requested.
- (3) The teacher in order to qualify for sabbatical leave must have completed at least seven (7) full school years of service in the Mantua Township School District.
- (4) The teacher on sabbatical leave shall be paid fifty percent (50%) of his/her contract salary for the year in which the sabbatical is requested.
- (5) Upon return from the sabbatical leave, the teacher shall be placed on the salary schedule at the level which s/he would have achieved had s/he remained actively employed in the system during the period of his/her absence. A recipient of a sabbatical shall agree to return to his/her duties within the school district for a period of not less than two (2) years. Should a sabbatical recipient fail to return to the service of the Mantua Township Schools for a period of two (2) years immediately following the sabbatical, the recipient shall repay the BOARD OF EDUCATION the full amount received while on sabbatical leave of absence.

- (6) A sabbatical leave shall be granted for no more or no less than one (1) academic year. All sabbatical leaves shall be effective from the opening day of school and last until the closing day of school during the same academic year.
- (7) A sabbatical leave shall be granted to a teacher no more than once during his/her entire employment in Mantua Township Schools.
- (8) A teacher on sabbatical leave shall be entitled to any and all fringe benefits which are extended to all teachers and for which the recipient is eligible, at personal expense.

ARTICLE X

REIMBURSEMENT FOR PROFESSIONAL COURSES

10.1 Preamble

Recognizing the desire and responsibility of the professional staff to increase professional skills, acquire greater knowledge, and achieve professional advancement through formal education, the BOARD OF EDUCATION and the ASSOCIATION agree to the following Article:

10.2 Tuition Costs

The Mantua Township BOARD OF EDUCATION agrees to pay tuition costs for professional personnel in accordance with the provisions outlined below:

A. Eligibility

All professional employees who hold a Baccalaureate Degree from an accredited college will be eligible.

B. Reimbursement

(1) The BOARD OF EDUCATION will pay one hundred percent (100%) of the costs for tuition, matriculation and registration. All additional expenses must be assumed by the individual. Those additional expenses are: books, parking fees, and late fees.

(2) The maximum amount to be reimbursed to the employee shall be four hundred dollars (\$400.) per academic year.

10.3 Procedure

A. Courses must be submitted to the Superintendent through the building principal no later than two (2) class meetings after the start of the semester. The college receipt shall constitute submission and application for reimbursement.

B. The applicant will receive this application initialed by the Superintendent as acknowledgment of the application and intent to reimburse.

- C. Upon completion of the course(s) a transcript or grade card shall be submitted to the Superintendent as evidence of successful completion of the course(s). Reimbursement shall be made only to applicants who present evidence (course mark as shown on official transcripts) of having received a grade of "B" or better.
- D. The reimbursement periods shall be set forth as follows, provided evidence of successful completion is in the Superintendent's Office:
  - (1) Courses Taken in the Summer: July to August  
Reimbursement will be approved at the BOARD OF EDUCATION meeting following September 30, provided employee is still on payroll at that time.
  - (2) Courses Taken in the Fall: September to January  
Reimbursement will be approved at the BOARD OF EDUCATION meeting following January 30, provided employee is still on payroll at that time.
  - (3) Courses Taken in the Spring: February to June  
Reimbursement will be approved at the BOARD OF EDUCATION meeting following August 30, provided employee is still on payroll at that time.

10.4 Conditions

- A. Courses must be approved by the Superintendent before reimbursement will be made.
- B. Initialed application returned to applicant shall constitute Superintendent's approval.
- C. Applicants shall be notified no later than one (1) week after application of any course(s) not approved.
- D. The BOARD OF EDUCATION shall reimburse only those courses which are related to the instructional process at the elementary level. These courses shall include, but not be limited to, the fields of guidance and supervision.

ARTICLE XI

INSURANCE PROTECTION

11.1 Health Care Insurance

The BOARD OF EDUCATION shall pay the full premium cost of Blue Cross, Blue Shield, Major Medical, and Rider J services for each teacher and eligible dependents as provided for under the New Jersey Basic Health Plan.

11.2 Group Income Protection Plan

The BOARD OF EDUCATION agrees to pay the premium for each eligible teacher for the Class "A" income protection plan, as written by the Washington National Insurance Company.

11.3 Prescription Drug Insurance

The BOARD OF EDUCATION shall pay the full premium cost for prescription drug insurance coverage for each teacher and eligible dependents.

11.4 Dental Insurance

The BOARD OF EDUCATION shall pay the full premium cost for dental insurance for the employee only, commencing with the 1984-85 school year.

ARTICLE XII

DEDUCTION FROM SALARY

12.1 Deductions: Dues

The BOARD OF EDUCATION agrees to deduct from the salaries of its teachers (at the option of the teacher) dues from the Mantua Township Education Association, the Gloucester County Education Association, and New Jersey Education Association or the National Education Association, or any one or any combination of such associations as said teachers individually and voluntarily authorize the BOARD OF EDUCATION to deduct. Such deductions shall be made in compliance with Chapter 310 Public Laws of 1967 (NJSA 51: 14-15.9e) and under rules established by the State Department of Education.

Said monies, together with records of any corrections, shall be transmitted to the Treasurer of the Mantua Township Education Association by the 10th of each month following the monthly pay period in which deductions were made. The ASSOCIATION'S Treasurer shall disburse such monies to the appropriate association or associations. The amount of the check will be based on the September NJEA enrollment figure. Required adjustments will be made on the following month's check. The final June check will be disbursed only after reconciliation is made for the year.

12.2 Elective Monthly Basis

- A. Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments.
- B. (1) Teachers may individually elect to have any amount of their monthly salary, up to a maximum of ten percent (10%) of the monthly gross salary, deducted from their pay. The deducted pay shall be deposited in the designated BOARD OF EDUCATION depository under individual savings accounts set up by said bank. The interest accruing will be placed on deposit with the individual teacher. Withdrawal of funds prior to the end of the school year must be subject to the rules of the bank.

(2) Teachers must submit written forms, which will be prepared by the Board Office, in order to have payroll deductions made. The amount of deductions authorized by the teachers at the beginning of the school year may not be changed. Deductions will be discontinued only if the Board Office is notified by the 15th of the month prior to the date of discontinuance.

C. When a pay day falls on or during a school holiday, vacation, or weekend, teachers shall receive their paychecks on the last previous working day.

ARTICLE XIII

SALARY GUIDE

13.1 Salary Steps

<u>Step</u>	<u>1986-87</u>		<u>1987-88</u>	
	<u>B.A.</u>	<u>M.A.</u>	<u>B.A.</u>	<u>M.A.</u>
1	18,600.	19,200.	19,000.	19,600.
2	19,300.	19,900.	19,650.	20,250.
3	20,200.	20,800.	20,700.	21,300.
4	20,600.	21,200.	21,900.	22,500.
5	21,500.	22,100.	22,600.	23,200.
6	22,000.	22,600.	23,500.	24,100.
7	22,700.	23,300.	24,000.	24,600.
8	23,600.	24,200.	24,700.	25,300.
9	24,400.	25,000.	25,600.	26,200.
10	25,200.	25,800.	26,500.	27,100.
11	26,000.	26,600.	27,300.	27,900.
12	26,900.	27,500.	28,100.	28,700.
13	28,000.	28,600.	30,000.	30,600.

13.2 Recognitory Levels

- A. Teachers who have reached their twentieth (20th) year of service in Mantua Township shall receive for the twentieth (20th) and each continuing year of service in Mantua Township a recognitory increment of four hundred fifty dollars (\$450.).
- B. Teachers who have reached their fifteenth (15th) year of service in Mantua Township shall receive for the fifteenth (15th) through the nineteenth (19th) year of service in Mantua Township a recognitory increment of two hundred dollars (\$200.)
- C. Teachers who have reached their tenth (10th) year of service in Mantua Township shall receive for the tenth (10th) through the fourteenth (14th) year of service in Mantua Township a recognitory increment of one hundred dollars (\$100.).
- D. Teachers who have earned and been awarded a Master's Degree in Education or in an allied field shall receive six hundred dollars (\$600.) in addition to their rightful places on the Bachelor's Degree salary guide.

### 13.3 Special Activities Positions

1.	Band Director	\$600.
2.	Chorus Director	500.
3.	Safety Patrol Advisor	200.
4.	Summer Library	750.*
5.	Summer Instrumental	750.*
6.	Career Ed. Coordinator	200.
7.	Phys. Ed. Coordinator	100.
8.	Art Coordinator	150.
9.	Public Relations Coordinator	450.
10.	Science Fair Coordinator	200.
11.	Homebound Instruction	10. hr.
12.	Summer School Instruction	10. hr.
13.	Head Teacher	250.

#### \*Summer Library:

A minimum of fifty (50) students must pre-register in order to establish a summer library program. If 100 or more students attend the program each week, a bonus of \$100. will be added.

#### \*Summer Instrumental:

A minimum of twenty (20) pre-registered students is necessary to start a program. If 40 pre-register and attend 80% of the lessons, a bonus of \$100. will be added.

### 13.4 Withholding of Employment or Adjustment Increment

Employment or adjustment increment may be withheld in whole or in part for inefficiency or other just cause only in accordance with the following:

At least ninety (90) days prior to transmitting any such recommendation to withhold a teacher's increment to the BOARD OF EDUCATION, the Superintendent shall give written notice to the teacher against whom the recommendation shall be made, specifying the alleged causes for the recommendation, with such particulars as to furnish the teacher with an opportunity to correct and overcome the same. Within ten (10) days after such a recommendation is forwarded to the BOARD OF EDUCATION, the involved teacher may file a grievance in accordance with Article III, starting at the BOARD level.

### 13.5 Mileage Reimbursement

Employees who are required to use their own automobiles in the performance of their duties and responsibilities and employees who are assigned to more than one building per day shall be reimbursed for all such travel at the rate of twenty (20) cents per mile.

### 13.6 Hourly Salary Adjustment

On early dismissal days when personnel are required to stay beyond the contractual time in order to fulfill State law, their pay shall be prorated, based on their annual salary.

ARTICLE XIV

DURATION

14.1 Term

The term of this Agreement shall be for two (2) years. This Agreement shall commence and be effective on July 1, 1986 and continue in full force and effect to June 30, 1988.

14.2 Witness of Signatures

IN WITNESS WHEREOF, the party of the first part has caused these presents to be signed by its President, attested by its Secretary and its corporate seal to be affixed hereto, pursuant to a Resolution of its Board Members, and the party of the second part has caused these presents to be signed by its President, attested by its Secretary and its corporate seal to be affixed hereto, pursuant to a Resolution of its members, the day and year first above written.

THE BOARD OF EDUCATION OF THE TOWNSHIP  
OF MANTUA IN THE COUNTY OF GLOUCESTER

By: Vincent Bruno  
President

Attest: Laura Jordan  
Secretary

THE MANTUA TOWNSHIP EDUCATION ASSOCIATION

By: Ludith H. Reasner  
President

Attest: Thelma Brown  
Secretary