

N-0261

02-16

AGREEMENT

between

The Englewood Cliffs Board of Education

a n d

The Englewood Cliffs Education Association



Covering the Period

1970 - 71

a n d

1971 - 72



NEGOTIATING TEAMS

ECEA: Nicholas Mamola , Co-Chairman
Ruth Healy, Co-Chairman
Ferne Burket
Edward Baumbach
Betty Eagle
Eugene Motta
Robert Simiele
Judith Schubert

BOARD OF EDUCATION:
Gloria Steinfeld, Chairman
William Farrell, Jr.
Harold Klotz

Duration of Agreement

This Agreement shall be effective as of July 1, 1970 and shall continue in effect until July 1, 1971, except that ARTICLE XI, SALARIES and ARTICLE XII, HEALTH AND DISABILITY INSURANCE BENEFITS shall remain in effect until July 1, 1972.

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WITNESSETH

WHEREAS the Board of Education of Englewood Cliffs, New Jersey and the Englewood Cliffs Education Association have, in good faith, negotiated pursuant to Chapter 303, Public Laws 1968, and

WHEREAS the parties have reached certain understandings which they desire to confirm in this agreement, it is hereby

AGREED as follows:

Article I. RECOGNITION

The Board hereby recognizes the Association as the exclusive representative for collective negotiations under Chapter 303, Public Laws of 1968, for all personnel whether under contract, on leave, on a per diem basis, employed or to be employed by the Board, including:

Regular and Special Teachers, Librarians, Nurses, Psychologist, Guidance Counselor, Teacher Aides, and Coordinators.

But, excluding:

All not mentioned above.

Unless otherwise indicated, the term "teachers," when used hereinafter in this agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined.

Article II. SUCCESSOR AGREEMENT

A. The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 303, Public Laws 1968. Such negotiations shall begin not later than October of the calendar year preceding the calendar in which this agreement expires. Any agreement so negotiated shall apply to all teachers, shall be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.

B. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing daily executed by both parties.

Article III. GRIEVANCE PROCEDURE

A. Definitions:

1. A "grievance" is a claim by a teacher or the association based upon an alleged misinterpretation, misapplication or violation of this Agreement, or of any Board policy or administrative decisions affecting a teacher or a group of teachers.

2. An "aggrieved person" is the person or persons making the claim.

3. A "Party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose:

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

C. Procedure: Individual Grievance Procedure

Any individual member of the staff shall have the right to appeal the application of policies and administrative decisions affecting him through administrative channels. With respect to his personal grievances he shall be assured freedom from restraint, interference, coercion, discrimination or reprisal in presenting his appeal. He shall have the right to present his own appeal or designate representatives of the PRR Committee of the Englewood Cliffs Education Association or another person of his own choosing to appear with him or for him at any step in his appeal.

1. 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. Any grievance must be presented within 30 days after the aggrieved person knew of the event or events upon which the claim is based or else such grievance shall be deemed waived.

2. 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 complaint on the proper form to the principal. The principal shall communicate his decision to the employee in writing within 3 school days of receipt of the written complaint.

3. Within 5 school days of the principal's decision, the employee may appeal such decision to the Chief School Administrator on the prescribed form. The Chief School Administrator shall request a report on the grievance from the principal, shall confer with the concerned parties, and upon request, with the employee or principal separately. He shall attempt to resolve the matter as quickly as possible, but within a period not to exceed 20 school days. The Chief School Administrator shall communicate in writing, along with supporting reasons, to the employee and the principal.

4. Optional Steps:

a. If the grievance is not settled after reaching the School Administrator, the matter may be referred to the Professional Rights and Responsibilities Committee of the local association for consideration. The committee shall make a determination as soon as possible but within a period not to exceed 10 school days, notifying the employee in writing of the determination.

b. If the Professional Rights and Responsibilities Committee determines that the grievance is without merit it will so advise the employee and a copy of its findings shall be sent to the Principal, the Chief School Administrator, and the Board of Education.

5. Within 15 days of the Superintendent's decision, the employee may request a review by the Board of Education. The request shall be submitted in writing through the Chief School Administrator 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, hold a hearing with the employee if requested at a time set by the Board and render a decision in writing within 30 school days.

D. Miscellaneous:

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

2. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article.

3. During the pendency of a grievance, the aggrieved party shall continue performing his professional duties under the direction of the Superintendent and administrators until such grievance is finally determined.

4. Any teacher who is suspended shall be reinstated with retroactive pay within 7 school days unless formal charges are brought within that period.

Article IV. TEACHERS WORK YEAR

A. The school calendar shall be negotiated each year for the term of this agreement and such negotiations for any particular school year shall be completed in time for the Board to officially adopt the calendar at its April public meeting.

B. The in-school work year shall include days when pupils are in attendance, orientation days, and any other days on which teacher attendance is required.

Article V. TEACHING HOURS AND TEACHING LOAD

A. 1. As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities. Teachers shall indicate their presence for duty by initialing the appropriate column of the faculty "sign-in" roster.

2. The school work day shall include a duty free lunch period as follows: such lunch period shall be equal in length to the lunch allowed for students taught by the teacher; a back-up schedule for teachers shall be set up for emergency purposes; to provide for greater consistency in the lunch room program, the training of lunch aides shall be the responsibility of the building principal who in the exercise of such responsibility may require the assistance of teachers.

3. No teacher shall be required to report for duty earlier than 10 minutes before the opening of the pupil's school day. On days preceding holidays or vacations, the teacher's day shall end at the close of the pupil's day.

B. 1. Unless not feasible, the daily teaching load in all grades should not exceed 5 hours of pupil contact per day. Assignment to a supervised study period or non-compensated curricular activity during the school hours shall be considered a teaching period for the purpose of this Article.

2. Unless not feasible, coordinators should not be assigned more than three student instruction supervision periods each day and shall be excused from regular study hall duties and homeroom assignments. (A student instruction supervision period means any period during which a teacher is responsible for directing the learning or supervising the behavior of students.)

3. Unless not feasible, seventh and eighth grade teachers should not be required to teach more than two subject areas, nor more than a total of two teaching preparations.

4. Whenever possible, the following should be guide-lines in schedule-building: Regular classroom teacher in the 7th and 8th grade should not be required to change subject area teaching stations more than 2 times during the school day; 7th and 8th grade teachers should not be required to teach continuously for more than two and one-half hours.

C. 1. Building-based teachers may be required to remain after the end of the regular workday, without additional compensation, for the purpose of attending building faculty meetings not to exceed one hour and a quarter in duration, up to two (2) days each month except when situations arise which in the opinion of the building principal require additional faculty attention.

2. Teachers may be required to attend no more than 3 evening assignments or meetings each school year without additional compensation, such as: Back to School Night; PTA Meeting; Teachers are strongly urged to attend all evening meetings which are related to their professional responsibilities.

3. Thursday workshops shall not exceed two and one-half hours and if at all possible shall be scheduled to terminate by 4:00 P. M.

D. The practice of using a regular teacher as a substitute, thereby depriving him of his preparation period is prohibited. The Board agrees to maintain at all times an adequate list of substitute teachers who shall be provided with appropriate orientation and training to help them instruct the classes they cover.

E. Teaching participation in curricular activities which extend beyond the regularly scheduled in-school work day shall be voluntary.

Article VI. ADDITIONAL COMPENSATION

A. Salaries: All regular camp and trip staff members from the Englewood Cliffs faculty shall receive an additional thirty dollars per day in recognition of the added student supervisory responsibility entailed in these special activities.

B. Directors' Salaries: The Directors shall receive the additional daily salary plus one-hundred-seventy-five dollars for their services in planning, coordinating and directing those activities.

C. Outdoor Education: Each member of the Outdoor Education staff shall be reimbursed in the amount of ten dollars toward costs of cleaning and repairing personal belongings.

D. The Board of Education shall supply for all regular Outdoor Education staff members a sleeping bag and poncho, which shall be stored and kept for this purpose by the Board of Education. The Board shall also purchase or rent for the program, the necessary tents, mess kits, and other utensils.

E. Staff members responsible for the following activities shall receive compensation as follows:

Treasurer of Student Funds \$100.

Advisors to Student Council and Yearbook shall be provided extra time, in addition to normal preparation time.

F. The Board shall provide up to five (5) full days per year of released time to the president of the Association to perform his functions.

Article VII. CLASS SIZE

The Board of Education and the Education Association recognize that class size has an impact on the learning experiences of children. They shall endeavor insofar as possible to maintain class sizes which are conducive to improving the educational experience.

Article VIII. SPECIALISTS

The Board and Association recognize that the operation of an effective educational program includes the teaching of special subjects such as Art, Music, Physical Education, Reading and Foreign Language, and the offering of special services in fields such as Guidance, Health, Library, Speech, Special Education, and Psychology; all requiring the use of specially trained personnel.

Article IX. NON-TEACHING DUTIES

A. The Board and the Association acknowledge that the teacher's primary responsibility is to teach and that his energies should to the extent possible, be utilized in that direction. The Board and the Association recognize that teacher aides are useful and necessary to implement this principle.

B. The Board shall employ full time aides to assist in instruction under the supervision of a qualified teacher and to perform non-teaching duties for the teacher.

C. The salary rate for teacher aides shall be at one-half the appropriate step on the teachers' salary guide.

Article X. TEACHER EMPLOYMENT

A. The Board agrees to hire only fully certified teachers holding standing certificates issued by the New Jersey State Board of Examiners for every teaching assignment except

as provided for under state regulations.

B. 1. Each teacher shall be placed in proper step of the salary schedule as of the beginning of the 1970-71 school year in accordance with paragraph two (2) below.

2. Full credit on the Teacher Salary Schedule shall be given for previous outside teaching experience in a duly accredited school upon initial employment in accordance with provisions of Schedule A. Additional credit not to exceed four (4) years of military experience or alternative civilian service required by the Selective Service System and credit not to exceed two (2) years for Peace Corps, VISTA or National Teacher Corps work and time spent on a Fulbright Scholarship shall be given upon initial employment. As of the beginning of the 1970-71 school year, the aforementioned credit shall be given to any presently employed teacher who has not heretofore received it.

C. Teachers with previous experience in the Englewood Cliffs School District shall, upon returning to the system, receive full credit on the salary schedule for all outside teaching experience, military experience or alternative civilian service required by the Selective Service System, Peace Corps, VISTA or National Teacher Training corps work and time spent on a Fulbright Scholarship up to the maximum set forth in Section B above. Such teachers who have not been engaged in other teaching or the other activities indicated above shall, upon returning to the system be restored to the next position on the salary schedule above that at which they left.

D. Previously accumulated unused sick leave days in this district shall be restored to all returning teachers.

E. Teachers who have been employed from the previous September shall be notified of their contract and salary status for the ensuing year no later than April 15.

Article XI

SALARIES, 1970-1971 and 1971-1972

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

A. Salary Schedule. The salaries of all teachers covered by this agreement are set forth in the Salary Schedules for 1970-1971 and 1971-1972 which are attached hereto and made a part thereof; except that, in determining a teacher's salary for any year, the Guide increment is not strictly automatic and may be withheld for cause by the Board on recommendation of the Superintendent.

B. Method Of Payment.

1. Teachers employed on a ten-month basis shall be paid in twenty equal semi-monthly installments.

2. Teachers may individually elect to have a dollar portion of their monthly salary deducted from their pay and deposited in a savings account in their name.

3. Teachers shall receive their final checks on the last working day of the school year.

C. Salary and Eleven-Month Contract for Coordinators:
The extra responsibilities of coordinators through extra pay which will be provided according to the following:

1. Coordinators shall work under an eleven month contract. The additional month of employment shall be subject to the conditions set forth in Section D, procedure 4 of this Article.

2. Salary shall be determined according to step on salary schedule, plus a stipend, plus 10% of this total for the eleven-month to be paid in 24 installments.

3. The Coordinators' stipend shall be 3% of step-on-guide the first year, with a 1/2% increment each year up to 6 increments for a total of 6% (of the current salary step of the coordinator.)

4. Coordinators may request that their contract be written to include the 10% additional salary as supplemental summer salary not subject to twelve month payroll procedures. In all other respects, conditions of employment shall remain the same.

D. Summer Employment for Teachers.

Teachers may apply, if they wish, for assignment to any of two types of summer employment. One of these, Summer Workshops, offers opportunities for part-time work and salary, allowing for more leisure time or graduate study. The second type offers opportunity for a month of full-time summer work at full salary.

1. Summer Workshops. Any teacher may submit proposals for summer workshops. Projects designed to strengthen existing educational programs or to develop new approaches to learning may be of short-term (5) days or long-term (2-4 weeks) duration. Workshop activity shall be based upon a five hour day and is reimbursed by the current salary rate of 1/300th of annual salary as determined by the current guide, subject to a minimum of \$30.00 per day, maximum of \$44.00 per day. Contracts for summer workshops will be offered no later than June 1. The total number of participants may be limited by available funds. Selection will be made by the Board of Education on recommendation of the faculty and the Superintendent.

2. Eleven-Month Contracts. Any teacher may apply for an eleven-month contract which would provide for a month of full-time summer employment and offer a full month of salary.

Procedures for Eleven-Month Contracts

GENERAL: (see details in following section)

Eleven-month teacher contracts shall be issued only to teachers who have requested them. No teacher shall be required to accept such contract. The contracts shall be awarded by Board selection on recommendation of the Superintendent after consultation with the faculty. The contract salary shall be one-tenth more than the regular salary for the coming school year. The summer employment to be covered by this contract shall be equivalent to a full month of teaching during the regular school year. Recognizing the value of Summer Workshops, the Board will make every effort to provide adequate funds for eleven-month contracts and summer workshops.

Procedure 1.

Requests for eleven month contract. Any teacher may apply by submitting a written proposal for a summer project. The proposal shall be filed with the Superintendent by March 15th and should include:

- a brief statement of project purpose
- a brief description of the procedures or kinds of activities to be pursued and a calendar plan for the project.
- a complete list of any resources required including materials and services
- the endorsement of any other working with the project, building principal and any coordinator directly concerned with project content, if any.

Proposals may be submitted by a teacher or a project group. Though the Board of Education may encourage teachers and suggest projects to be done, no teacher may be required to accept an eleven month contract.

Procedure 2

Contract awards. The Board will offer eleven month contracts in April when all contracts are renewed. Selection, on recommendation of the Superintendent after consultation with the faculty, will be based upon the merit of the proposal. Some proposal ingredients which might be expected to receive high priority:

- testing of new materials or methodology.
- curriculum development and refinement.
- planning innovation projects
- curriculum writing. Keeping curriculum materials up to date
- teacher training projects
- combinations of any of these.

In most cases, it is expected that these would be group projects rather than individual work plans.

Procedure 3

Salary. Eleven month contracts shall be the amount of base salary regularly due the teacher for the school year commencing July 1st, plus 10%. Eleven-month employees shall be paid in 24 equal installments on the 1st and 15th of each month. Optionally, teachers may request that their contract be written to include the additional salary as supplemental salary not subject to twelve month payroll procedure. In all other respects, conditions of employment shall remain the same.

Procedure 4

Time of Employment. The additional month of employment shall commence no sooner than three days after the close of

the regular school year and terminate no later than three days prior to the opening of the next school year. Within these limits, employment shall be equivalent to a month of in-school teaching service as performed during the regular year. It shall include, except in cases where the proposal clearly specifies differently:

- Regular daily hours
- A total of not less than 20 days of employment.
- A total of 130 hours. This is based upon a standard of 20 days, 8:30 A.M. - 3:00 P.M., including 1/2 hr. lunch-time per day. Examples: A project for curriculum development might be scheduled from mid-July to mid-August, 4 consecutive 5-day weeks, 8:30 A.M. - 3:00 P.M. with 1/2 hr. daily lunch time

OR

A proposal including summer school teaching plus a planning project for team teaching might be scheduled for five (5) weeks of mornings for summer school (4 hrs. daily) plus three (3) of those weeks to include 1:30 P.M. - 3:30 P.M. on the project. The total number of participants may be limited by available funds.

3. Summer School. If summer school becomes a part of our program once again, negotiations should be opened on contracts and salaries.

E. NJEA Convention Stipend. The Board shall pay a \$20.00 daily stipend to staff members who attend the annual NJEA Convention in Atlantic City.

F. Tuition Refunds, Graduate Study.

One of the professional benefits offered by this District is the subsidizing of 1/2 of the costs for graduate study. It is important that the following procedures be followed by any teacher applying for a Tuition Refund:

- At the time of registration for a graduate course, submit to the Central Office, in duplicate, the form - TUITION STIPEND - ADVANCE COURSE APPROVAL. This form will be approved by the Superintendent and one copy returned to you to be kept in your files.

- Upon completion of the course, present to the Central Office, a School District Voucher listing the course and the amount of money you desire refunded, a bill from the institution which verifies the cost of the course, and a transcript

or grade card which testified to your successful completion of that course. Such refunds are available only for those courses which are beyond the Undergraduate level and which are in excess of the course work needed for Certification.

Article XII. HEALTH and DISABILITY INSURANCE
BENEFITS, 1970-1971 and 1971-1972

A. The Board shall assume full payment of premiums for employees in the State Health Insurance Plan; Blue Cross, Blue Shield and Major Medical Protection.

B. The Board shall pay eighty percent (80%) of the premium costs for family membership in the State Health Insurance Plan for the 1970-1971 school year, and one-hundred percent (100%) of the premium costs for the 1971-1972 school year.

C. The Board shall reimburse employees to \$20.00 for the cost of the mandatory bi-annual medical examination. In addition, the following optional tests will be reimbursed in these amounts:

| | |
|-------------------------------|---------|
| Complete Blood Count | \$10.00 |
| Battery of 12 Chemistry Tests | 22.00 |
| Pap Smear | 10.00 |

D. The Board shall pay the full cost of premiums for income insurance protection as now in force with benefits of - Two-thirds of salary from termination of sick leave benefits or after thirty days, whichever occurs later, for (1) accident disability to age 65, and (2) illness disability to age 65.

E. The Board shall make available to each teacher copies of the health care insurance booklets as provided by the covering companies.

Article XIII. TEACHER ASSIGNMENT

A. The superintendent shall notify teachers of their tentative assignments by May 1.

B. Teachers who may be required to use their own automobiles in the performance of their duties and teachers who are assigned to more than one school per day shall be reimbursed at the rate of 10¢ a mile. Such reimbursement

shall be made once a month.

Article XIV. VOLUNTARY TRANSFERS AND REASSIGNMENTS.

A. All vacancies shall be posted in all school buildings as they occur.

B. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building may file a written statement of such desire with the superintendent not later than March 1. Such statement shall include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which he desires to be transferred, in order of preference.

C. As soon as practicable, the superintendent shall post in each school a system-wide schedule of assignments.

Article XV. TEACHER FACILITIES

A. The Board recognizes the teachers' needs for certain materials, equipment and facilities in support of teaching performance and agrees to exercise its best efforts in continuing to provide them.

B. The Board shall provide gym uniforms for physical education teachers, smocks for art and home economics teachers, lab coats for laboratory science teachers, and shop coats for industrial arts teachers.

Article XVI. SICK LEAVE

A. Teachers under contract at the beginning of the school year shall be entitled to ten (10) sick leave days during that year. Such leave shall be available as of the first official day of school. Sick leave for teachers whose contract commences after the start of the school year, shall be pro-rated and available as of their first official day of duty. Unused sick leave shall be accumulated year to year with no maximum limit.

B. Teachers employed on an eleven (11) month contract shall be granted one non-cumulative sick leave day in addition to the ten provided 10 month employees.

Article XVII. TEMPORARY LEAVES OF ABSENCE

Teachers shall be entitled to the following temporary non-cumulative leaves of absence with full pay each school year:

A. Two days leave of absence for personal, legal, business, household or family matters which require absence during school hours. Application to the building principal shall be made at least 3 days before taking such leave except in cases of emergency. Applications for such leave shall state the reason for the request.

B. Up to 5 days for the purpose of visiting other schools or attending meetings or conferences of an educational nature with prior approval by the superintendent. The employee shall make application for such leave at least 10 days in advance.

C. Up to 3 days if necessary for appearance in legal procedures resulting from action against the teacher because of his employment with the school district, unless otherwise authorized by the Board.

D. Up to five (5) days at any one time in the event of death, or serious illness of a teacher's spouse, child, parent, grandparent, brother, sister, and any other member of the immediate household. Teachers shall be granted up to one (1) day in the event of death of a teacher's friend or relative outside the teacher's immediate family as defined above. In the event of the death of a teacher or student in the District, the principal or immediate superior of said teacher or student shall grant to an appropriate number of teacher sufficient time off to attend the funeral.

E. Up to three (3) days for the purpose of marriage and honeymoon or up to one (1) day for the purpose of attending the marriage of a member of the immediate family.

F. Other leaves of absence, such as religious holidays, may be granted with pay by the Board for good reason.

Article XVIII. EXTENDED LEAVES OF ABSENCE

A. A leave of absence without pay of up to two (2) years shall be granted to any tenure teacher who joins the Peace Corps,

VISTA, National Teachers Corps, or serves as an exchange teacher or overseas teacher, and is a full-time participant in either of such programs, or accepts a Fulbright Scholarship.

B. Military leave without pay shall be granted to any teacher who is drafted or who enlists in any branch of the armed forces of the U. S. Leave shall extend for the original tour of duty period and three (3) months thereafter. A similar leave shall be granted to the teacher whose spouse is so inducted or who enlists to join him for the period of special training in preparation for duty overseas in combat zones.

C. 1. Women teachers shall notify the superintendent in cases of pregnancy as soon as same has been medically confirmed. No teacher shall remain in active service past mid-pregnancy. A married teacher on tenure shall be placed on maternity leave without pay no later than mid-pregnancy with leave to terminate on the opening day of school in September of the year following the date of the child's first birthday. In the event of stillbirth or death of the child, the teacher may return to her position when physically able to perform her duties. Upon the recommendation of the superintendent and the approval of the Board, a teacher may leave at a later date or return at an earlier date than provided herewith.

2. Any female teacher adopting an infant child shall receive similar leave which shall commence upon her receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption. Up to mid-pregnancy and after the birth of her child, no teacher on maternity leave shall, on the basis of said leave, be denied the opportunity to substitute in the District in the area of her certification or competence.

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

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

F. Upon return from leave granted pursuant to Section A and B of this article, a teacher shall be considered as if he were actively employed by the Board during the leave and shall be placed on the salary schedule at the level he would have achieved if he had not been absent. A teacher shall not receive increment credit for time spent on a leave granted pursuant to Sections C, D, and E of this article. All benefits to which a teacher was entitled at the time his leave of absence commenced, including unused accumulated 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.

G. All extensions or renewals of leave shall be applied for and granted in writing .

Article XIX. SABBATICAL LEAVES

A. A sabbatical leave shall be granted to a teacher for study, including study in another area of specialization, for travel, or for other reasons of value to the school system as approved by the Board upon recommendation of the superintendent.

B. Sabbatical leaves shall be granted, subject to the following conditions:

1. If there are sufficient qualified applicants, sabbatical leaves shall be granted to a maximum of 4% of teachers at any one time.

2. Requests for sabbatical leave must be received by the superintendent in writing in such form as may be mutually agreed upon by the Association and the Superintendent, no later than December 15th, and action must be taken on all such requests no later than the first public Board meeting in March of the school year for which the sabbatical leave is requested.

3. The teacher has completed at least 7 full school years of service in the District.

4. A teacher on sabbatical leave shall be paid by the Board at 2/3 of the salary rate which he would have received if he had remained on active duty, based on a 10 months salary schedule.

5. The period of sabbatical program shall be 10 months between July 1st and the beginning of school in the sub-

sequent year.

6. No full time employment shall be undertaken by a person on sabbatical leave. Part time employment must be approved by the Superintendent of Schools.

7. As a condition of eligibility for sabbatical leave, the teacher shall promise to return to service in Englewood Cliffs for at least one year following such leave.

8. No tuition stipends shall be granted during the sabbatical leave year.

9. On returning to classroom service after sabbatical leave, the teacher shall obtain all salary and fringe benefits as would have been obtained had he been active in his regular position for the year.

Article XX. PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

The Board agrees to pay the full cost of tuition and other reasonable expenses incurred in connection with any workshops, seminars, conferences, in-service training sessions, or other such sessions which the administration requires a teacher to take.

Article XXI. DEDUCTION FROM SALARY FOR PROFESSIONAL DUES

The Board agrees to make deductions from the salaries of its teachers and to transmit the same as may be prescribed in Chapter 310 and under the rules established by the State Department of Education.

Article XXII. MISCELLANEOUS PROVISIONS

A. Unless otherwise provided in this agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce nor otherwise detract from any teacher benefits existing prior to its effective date.

B. In the event that any provision of this agreement is breached by either party, the aggrieved party, while seeking relief, shall continue to comply with the provisions of this agreement.

Should either party hereto waive, at any time, its rights as set forth in any provision of this agreement, such

waiver shall not be interpreted and/or applied as a continuing waiver of that provision, nor shall it be applied so as to eliminate, reduce or otherwise detract from any other provision of this agreement.

C. Copies of this agreement shall be provided to all teachers at the joint expense of the Board and the Association, costs not to exceed \$200.00.

Article XXIII. DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 1970 and shall continue in effect until July 1, 1971, except that ARTICLE XI, SALARIES and ARTICLE XII, HEALTH AND DISABILITY INSURANCE BENEFITS shall remain in effect until July 1, 1972.

B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents and attested by their respective secretaries, January 22, 1970.

ENGLEWOOD CLIFFS EDUCATION ASSOCIATION

By *Betty Eagle*, President
By *Clare Schepers*, Secretary

BOARD OF EDUCATION, BOROUGH OF ENGLEWOOD CLIFFS,
N. J.

By *Albert Powell*, President
By *William Clott*, Secretary

SALARY SCHEDULE "A"
1970-1971

| Step | B. A. | | B. A. +30 | | M. A. | | M. A. +30 | |
|-------------|----------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| | Non- Tenure | Tenure | Non- Tenure | Tenure | Non- Tenure | Tenure | Non- Tenure | Tenure |
| 1. | 7950 | 8666 | 9063 | 9540 | 9063 | 9540 | 9063 | 9540 |
| 2. | 8350 | 9066 | 9463 | 9940 | 9463 | 9940 | 9463 | 9940 |
| 3. | 8750 | 9466 | 9863 | 10340 | 9863 | 10340 | 9863 | 10340 |
| 4. | 9150 | 9866 | 10263 | 10740 | 10263 | 10740 | 10263 | 10740 |
| 5. | 9550 | 10266 | 10663 | 11140 | 10663 | 11140 | 10663 | 11140 |
| 6. | 9970 | 10686 | 11073 | 11560 | 11073 | 11560 | 11073 | 11560 |
| 7. | 10390 | 11106 | 11493 | 11980 | 11493 | 11980 | 11493 | 11980 |
| 8. | 10810 | 11526 | 11913 | 12400 | 11913 | 12400 | 11913 | 12400 |
| 9. | 11230 | 11946 | 12333 | 12820 | 12333 | 12820 | 12333 | 12820 |
| 10. | 11650 | 12366 | 12753 | 13240 | 12753 | 13240 | 12753 | 13240 |
| 11. | 12100 | 12816 | 13203 | 13690 | 13203 | 13690 | 13203 | 13690 |
| 12. | 12550 | 13266 | 13653 | 14140 | 13653 | 14140 | 13653 | 14140 |
| 13. | 13000 | 13716 | 14103 | 14590 | 14103 | 14590 | 14103 | 14590 |
| 14. | | 14166 | 14553 | 15040 | 14553 | 15040 | 14553 | 15040 |
| 15. | | 14616 | 15003 | 15500 | 15003 | 15500 | 15003 | 15500 |
| Increments: | #2-5 400 | Increments: 400 | Increments: 400 | Increments: 400 | Increments: 400 | Increments: 400 | Increments: 400 | Increments: 400 |
| | #6-10 420 | #2-5 400 | #2-5 400 | #2-5 400 | #2-5 400 | #2-5 400 | #2-5 400 | #2-5 400 |
| | #11-13 450 | 6-10 420 | 6-10 425 | 6-10 425 | 6-10 425 | 6-10 425 | 6-10 425 | 6-10 425 |
| | | 11-15 450 | 11-15 450 | 11-15 450 | 11-15 450 | 11-15 450 | 11-15 450 | 11-15 450 |

SALARY SCHEDULE "B"
1971-1972

| Step | B. A. | | B. A. +30 | | M. A. | | M. A. +30 | |
|-------------|--------|--------|-------------|--------|-------------|-------|-------------|--------|
| | Tenure | Tenure | Non* | Tenure | Tenure | Non* | Tenure | Tenure |
| 1. | 8500 | *** | 9250 | *** | 9650 | *** | 10200 | *** |
| 2. | 8900 | *** | 9650 | *** | 10050 | *** | 10600 | *** |
| 3. | 9300 | *** | 10050 | *** | 10450 | *** | 11000 | *** |
| 4. | 9700 | 10100 | 10450 | 10850 | 10850 | 11250 | 11400 | 11800 |
| 5. | 10100 | 10500 | 10850 | 11250 | 11250 | 11650 | 11800 | 12200 |
| 6. | 10525 | 10925 | 11275 | 11675 | 11700 | 12100 | 12250 | 12650 |
| 7. | 10950 | 11350 | 11700 | 12100 | 12150 | 12550 | 12700 | 13100 |
| 8. | 11375 | 11775 | 12125 | 12525 | 12600 | 13000 | 13150 | 13550 |
| 9. | 11800 | 12200 | 12550 | 12950 | 13050 | 13450 | 13600 | 14000 |
| 10. | 12225 | 12625 | 12975 | 13375 | 13500 | 13900 | 14100 | 14500 |
| 11. | 12675 | 13075 | 13450 | 13850 | 14000 | 14400 | 14600 | 15000 |
| 12. | 13125 | 13525 | 13925 | 14325 | 14500 | 14950 | 15100 | 15500 |
| 13. | 13575 | 13975 | 14400 | 14800 | 15000 | 15400 | 15600 | 16000 |
| 14. | | | 14875 | 15275 | 15500 | 15900 | 16100 | 16500 |
| 15. | | | 15350 | 15750 | 16000 | 16400 | 16600 | 17000 |
| Increments: | #2-5 | 400 | Increments: | | Increments: | | Increments: | |
| | 6-10 | 425 | #2-5 | 400 | #2-5 | 400 | #2-5 | 400 |
| | 11-13 | 450 | 6-10 | 425 | 6-10 | 450 | 6-9 | 450 |
| | | | 11-15 | 475 | 11-15 | 500 | 10-15 | 500 |

