

4-0204
13-11

THIS BOOK DOES
NOT CIRCULATE

The attached Amendment and Riders to the present Agreement between the Eatontown Board of Education and the Eatontown Teachers Association shall become effective on September 1, 1973 and shall be continued in effect until June 30, 1974.

1. Article IV, Teacher Evaluation (Section C)
2. Article XVI, Sabbatical Leaves (Nos. 5, 6 & 7)
3. Schedule A - Salary Guide
4. Schedule C - CoCurricular Compensation

IN WITNESS WHEREOF the parties have caused this Agreement to be amended and to be signed by their respective Presidents, attested by their respective Secretaries and their corporate seals to be placed hereon, all on the 9th day of April, 1973.

EATONTOWN TEACHERS ASSOCIATION

EATONTOWN BOARD OF EDUCATION

By /s/ Jacqueline Nakamura
President

By /s/ Robert Snell
President

By /s/ Geraldine Filler
Secretary

By /s/ Anthony Rocco
Secretary

C. Teacher Evaluation

Non-tenure teachers shall be evaluated by their immediate superiors at least three times in each school year and tenure teachers shall be evaluated at least two times in each school year, to be followed in each instance by a written evaluation report.

Three copies of each page of the evaluation shall be prepared and submitted to the individual under evaluation within four school days of the evaluation. It is the responsibility of the individual being evaluated to study the evaluation, to write a reply where deemed necessary by the individual, to sign each page indicating that the page has been read, and return the evaluation to the evaluator within four school days.

Any written comments made by teachers concerning the evaluation shall become part of the evaluation and included in their permanent files.

No formal evaluation shall take place on a day preceding or following a school holiday or vacation.

Either party may request a conference to discuss the content of the evaluation report.

Effective: September 1, 1973

(Rider)

ARTICLE XVI (Cont'd)

XVI-2

Sabbatical Leaves

5. the Sabbatical Leave pay shall be based on the salary step the teacher would have earned had he remained on active duty. Those regular deductions as required by law will be withheld from this compensation.
6. upon his 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 this period.
7. requests for Sabbatical Leave must be received in writing by the superintendent no later than January 1 and acted upon no later than April 15 of the year preceding the school year for which the sabbatical is requested.

Effective: September 1, 1973

(amendment)

SCHEDULE A
1973-74

<u>Year</u>	<u>B. S. Degree or Equivalent</u>	<u>M. A. Degree or Equivalent</u>	<u>Doctorate or 6th Year Level</u>
1	\$ 8,400	\$ 9,200	\$10,000
2	8,850	9,650	10,450
3	9,350	10,150	10,950
4	9,800	10,600	11,400
5	10,200	11,000	11,800
6	10,650	11,450	12,250
7	11,100	11,900	12,700
8	11,600	12,400	13,200
9	12,000	12,800	13,600
10	12,400	13,200	14,000
11	12,900	13,700	14,500
12	13,300	14,100	14,900
13	13,750	14,550	15,350
14	14,250	15,050	15,850
20	14,550	15,350	16,150

Step 20 is based on a minimum of 13 years of experience in Eatontown.

Effective: September 1, 1973

(rider)

SCHEDULE C

The approval of each intramural sports program and/or interscholastic sports program and the selection of the coach will be the sole prerogative of the Board of Education and will be determined each year on a case by case basis.

In no case shall the Board require an individual to perform coaching duties without compensation. Such compensation shall be contained in a written contract.

Any Board approved intramural sports program shall have a minimum salary of \$200.00.

Any Board approved interscholastic sports program shall have a minimum salary of \$200.00.

All language and agreements of SCHEDULE C apply only to the 1973-74 school year.

Effective: September 1, 1973