

Contract no. 395

FREEHOLD Reg. H.S. B/E

- And -

FREEHOLD Reg. H.S. Ed. Ass'n

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x 7/1/88 - 6/30/91

PREAMBLE

This Agreement is entered into this 1st day of July, 1988 by the Board of Education of the Freehold Regional High School District, Monmouth County, New Jersey, hereinafter called the "Board", and the Freehold Regional High School Education Association, hereinafter called the "Association".

Except as this Agreement otherwise specifically modifies the contract currently in existence between the parties, such contract and all provisions shall continue in full force and effect.

Both parties acknowledge the Board of Education's obligation under State and Federal Law that "all persons, regardless of race, color, age, creed, religion, sex or national origin shall be provided equal access to all categories of employment in the Freehold Regional High School District".

ARTICLE I

RECOGNITION

The Freehold Regional High School Education Association is recognized by the Board of Education as the exclusive representative for collective negotiations concerning terms and conditions of employment and collective agreements and any questions arising thereunder.

This Association is deemed to be the exclusive representative of employees of the Freehold Regional Board of Education hereinafter designated collectively as "employees" specifically including the following positions: Teachers, Media Specialists, Secretaries (but excluding the Secretary to the Superintendent of Schools, Secretary to the School Board's Secretary/Administrator, Secretary to the Assistant Superintendents, Secretary to Administrative Assistants to the Superintendent, Payroll Clerk and those employees designated as supervisory personnel), Nurses, Attendance Officers, Security Guards, Guidance Counselors, Special Services Personnel, Part-time Teachers, Long-term Substitute Teachers, Aides, Student Assistance Counsellors and Interpreters (but excluding Student Assistance Coordinators).

A supervisory employee is defined as any employee who may have the power to hire, evaluate, discharge, discipline, or effectively recommend the same.

The exclusion or inclusion in the negotiations unit of any new position which may be created hereinafter, failing agreement of the parties, shall be determined through petition to the Public Employment Relations Commission.

ARTICLE II

NEGOTIATION PROCEDURES

A. In accordance with provisions of Chapter 303, Public Laws of 1968 as amended by Chapter 123, Public Laws of 1974, the parties agree to commence collective negotiations on a successor agreement according to a timetable established under the rules and regulations of the Public Employment Relations Commission. Any agreements so negotiated shall apply to all personnel units described in Article I and shall be reduced in writing and signed by the Board and the Association. Requests from the Association will be made through the Superintendent or his/her designee. Requests from the Superintendent or the Board or their representatives will be made to the President of the Association or his/her designee.

B. If the parties are unable to reach an agreement on a successor contract, the request for a mediator shall be made in accordance with the rules and regulations of the Public Employment Relations Commission. If the mediator is not successful in assisting the parties in reaching an agreement, the selection of a fact-finder shall be in accordance with the rules and regulations of the Public Employment Relations Commission.

C. 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.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definition

"Grievance" shall mean a complaint by an employee or group of employees of the Freehold Regional High School District that there has been a personal loss, injury, or inconvenience because of an interpretation, application, or violation of policies, agreements, and administrative decisions affecting him/her or them. Grievances to be presented to impartial arbitration shall be limited to the application or interpretation of this written agreement. A grievance to be considered under this procedure must be initiated by the employees within thirty (30) calendar days from the time when the employees knew or should have known of its occurrence. A grievant is hereby specifically defined to mean either an employee covered by this bargaining agreement or the Association.

B. Procedures

1. (a) 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.
- (b) It is understood that employees shall continue to observe all assignments and applicable rules and regulations of the Board until such grievance has been fully determined.
- (c) At all stages of this procedure, copies of responses will be forwarded simultaneously to the Association.

2. Any employee or group and its representative who has a grievance shall discuss it first with his/her principal (or immediate supervisor or department head, if applicable) in an attempt to resolve the matter informally at that level. If the subject matter of the grievance involves an act of a Central Administrator, then such grievance shall commence with that Central Administrator and thence to the Superintendent of Schools and/or the Assistant Superintendent of Personnel and not the Building Principal.

3. If the grievance is not settled satisfactorily in five (5) school days, it shall be reduced to writing specifying (a) nature of the grievance, (b) nature and extent of injury, loss or inconvenience, (c) result of previous discussions, and (d) dissatisfaction with decisions previously rendered. The written grievance shall be discussed by the Association building representative and the principal. The principal shall communicate his decision to the employee in writing within five (5) school days of receipt of the written grievance.

4. (a) The employee, no later than five (5) school days after receipt of the principal's decision, may appeal the principal's decision to the Superintendent or the Assistant Superintendent of Personnel, as the Superintendent's designee, in writing, by reciting the matter submitted to the principal as specified above and the dissatisfaction with the decisions previously rendered. The Superintendent or the Assistant Superintendent of Personnel as the Superintendent's designee, and the Association President shall attempt to resolve the matter as quickly as possible but within the period not to exceed ten (10) school days. The Superintendent or the Assistant Superintendent of Personnel, shall communicate his decision in writing to the employee, Association, and the principal.

(b) If the grievance is not resolved to the grievant's or Association's satisfaction, the grievant or the Association, no later than five (5) school days after receipt of the decision of the Superintendent or Assistant Superintendent of Personnel, may request a review by the Board of Education. The Board of Education in its sole and absolute discretion may request that the grievance be jointly considered by the Association's Grievance Committee and the Board or such subcommittees as either shall designate. The Board may, at its option, hold a hearing with the employee or employees and the Association and shall answer such grievance in writing no later than five (5) school days following the Board of Education's next Regular Meeting after receipt of such grievance at its previous regular meeting; if the Board elects not to review the grievance under this provision, it shall notify the Association in writing not later than one (1) day after the decision has been made and the Association shall be permitted to immediately proceed, if it so desires, to arbitration.

5. Grievances which involve the application or interpretation of this agreement and which have not been settled to the satisfaction of the initiating party, either the Board of Education or the Association, shall be submitted to binding arbitration. Such grievances shall be submitted to arbitration within five (5) days after completion of the Board step. The parties agree to adhere to the rules and regulations of the American Arbitration Association in the selection and designation of an arbitrator. The arbitrator shall set a hearing at the earliest date possible between the parties and shall have thirty (30) days from the completion of the hearing to render a final and binding award.

6. The arbitrator shall limit himself/herself to the issues submitted to him/her and shall consider nothing else. He/she can add nothing to, nor subtract anything from the Agreement between the parties or any policy of the Board of Education. Only the Board and the aggrieved and his/her representatives shall be given copies of the arbitrator's report of findings and recommendations.

7. It is understood that the Association and the Board may settle or compromise any grievance reduced to writing at any step so long as such settlement does not discriminate against the employees involved nor deprive them of any right available to other members of the unit.

C. Rights of the Grievant

The Board of Education and the Association shall assure the grievant freedom from restraint, interference, coercion, discrimination and reprisal in presenting his/her appeal with respect to his/her personal grievances.

D. Costs

1. Each party will bear the total cost incurred by itself.
2. 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.

ARTICLE IV

EMPLOYEE RIGHTS

A. Nothing contained herein shall be construed to deny or restrict to any employee or to the Board such rights as they may have under New Jersey school laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.

B. No employee shall be disciplined, reprimanded, reduced in rank or annual basic contractual salary or deprived of any advantage set forth in the Board policy or by established prior practice without just cause. Any such action exerted by the Board or any agent or representative thereof shall not be made public before final action by the Board and shall be subject to the grievance procedure herein set forth.

C. Whenever any employee is required to appear before the Superintendent on formal charges concerning any matter which could adversely affect the continuation of that employee in his office, position, or employment or the salary or any increment pertaining thereto, he/she shall be given prior written notice with the reason 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. Any suspension of any employee pending charges shall be with pay prior to a formal Board hearing.

D. No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.

E. Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable, on the effective date of this Agreement, to the employees covered by this Agreement established by the rules, regulations and/or policy of the Board in force on said date 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 employee benefit existing prior to its effective date.

- F. (1) Each teacher shall be encouraged to utilize the results of tests and other evaluative criteria to improve the effectiveness of his/her instruction.
- (2) Each teacher shall be encouraged to use the counseling and special services of the district to improve his/her instructional efforts.

ARTICLE V

ASSOCIATION RIGHTS, PRIVILEGES AND RESPONSIBILITIES

A. The Association recognizes that the basic employer-employee relationship which exists between itself and the Board is not an absolute one but, rather, is a relationship affected by responsibilities and obligations which both parties, in separate and mutual ways, owe to citizens, parents and students.

B. Whenever any representative of the Association or any employee is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences, or meetings, he/she shall suffer no loss in pay.

C. Representatives of the 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. In the event that allegations are brought against the Association for involving students in matters relating to this contract, which interfere with normal school operations, the matter may be brought before an impartial arbitrator who may impose a fine of up to \$1,000, if on the basis of the evidence, he sustains the charge. The losing party shall pay the full cost of the arbitrator's fees in said case.

D. Subject to Board of Education policy and the approval of the Building Principal, the Association may use appropriate rooms for meetings, in a school building after school hours and until 5:00 p.m. Rooms may be used for evening meetings after prior approval of the Building Principal.

E. The Association may use no school equipment unless approval of the Principal is first obtained. The Association will bear the full cost of equipment repairs associated with its use of school equipment.

F. The Association will use no Board of Education supplies or materials without prior approval of the Building Principal. The Association will pay the reasonable cost of all such supplies and materials used.

G. The Association shall have, in each school building, the exclusive use of a bulletin board in the area of the Association's choice.

H. The Association may use the school mail boxes for distribution of Association related materials, provided such use does not impede normal Board of Education procedures. Copies of materials to be distributed by the Association shall be given to building administrative personnel.

I. The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted to the Association as the exclusive representative of the employees designated in Article I.

J. The Board agrees to furnish to the Association in response to reasonable requests from time to time available public information concerning annual financial reports and audits, agenda and minutes of all public Board meetings at the same time available to the public, and names and addresses of all employees.

K. The Board agrees to make available to the Association ten (10) minutes at the new teacher orientation meeting in the fall.

L. The Board agrees to assign to the Association President a program of one less teaching period than normally required for a total of three (3) free periods (including one for preparation) daily. The Association President shall have no homeroom assignment.

The grievance chairperson shall have on three (3) days a week, one (1) nonteaching period per day for Association business.

M. A telephone shall be available in each building for personnel covered by this bargaining agreement. This telephone may well be a telephone in central administration of a given building and not necessarily for the exclusive use of personnel in this bargaining unit. The Superintendent shall issue all necessary directives in connection with the use of such telephone including, but not limited to, the locations that might be called as well as the specific methods by which teachers would pay for long distance calls.

ARTICLE VI

MANAGEMENT RIGHTS

The Board reserves to itself sole jurisdiction and right, in compliance with the laws of the State of New Jersey and the rulings of the State Commissioner of Education, including; (a) to direct employees of the school district; (b) to hire, promote, transfer, assign and retain employees for just cause; (c) to relieve employees from duty because of lack of work or other legitimate reasons; (d) to efficiently direct school and district operations; (e) to direct the methods, means, and personnel by which such operations are to be conducted; and (f) to take whatever actions may be necessary to accomplish the mission of the school district. This section shall not be read to repeal or modify any provision of this contract or Title 18A or the laws of the State of New Jersey.

ARTICLE VII

CALENDAR

A. The in-school work year of teachers employed on a ten (10) month basis (other than new personnel who may be required to attend an additional two (2) days of orientation) shall not exceed one hundred eighty-seven (187) days, and the in-school work year of teachers employed on an eleven (11) month basis shall not exceed two hundred six (206) days, and the in-school work year of teachers employed on a twelve (12) month basis shall not exceed two hundred twenty-five (225) days. The in-school work year shall include days when pupils are in attendance, orientation days, or any other days on which teacher attendance is required.

B. The school calendar is to be drawn by the Superintendent in consultation with the Association and not with the employees involved. The school calendar for the next school year shall be approved by the Board of Education no later than the Regular April Meeting of the Board in the previous year.

C. The secretarial/clerical staff shall be entitled to either the Winter or Spring recess in accordance with such recesses as received by the teaching staff. It is understood that half of the secretarial/clerical staff will receive the Winter recess and half will receive the Spring recess. The exact distribution is to be worked out by the secretarial/clerical staff in each building with the Building Principal.

D. The secretarial/clerical staff will receive vacation benefits as follows:

- (1) two (2) weeks vacation after one year;
- (2) three (3) weeks after seven years;
- (3) four (4) weeks after fifteen years. (Secretaries who have completed fifteen (15) years of service may use up to 1 week (or 5 days) of vacation time when school is in session. Scheduling is subject to the Principal's approval).

E. Secretarial/clerical staff who are employed on a ten (10) month contract shall be compensated at the rate of 10/12 of their proper position on the respective Secretarial/Clerical Staff Salary Guide. The personnel employed on a ten (10) month basis shall work the teacher calendar plus ten (10) working days in lieu of other holidays and vacations.

ARTICLE VIII

TEACHER SCHEDULE AND DUTIES

A. (1) Teachers shall indicate their presence for duty by writing their initials in the appropriate column of the faculty "sign-in" roster. The same procedure shall be followed when leaving the building at the close of the school day.

(2) Teachers shall be required to report for duty at least fifteen (15) minutes before the opening of the pupils' school day and be permitted to leave fifteen (15) minutes after the close of the pupils' school day, except as designated under Section D of this Article. The total in-school work day shall be six hours and thirty minutes, but shall not exceed seven hours without additional compensation at the teacher's pro rata annual salary commencing after the seventh hour, except as is otherwise provided in this Article. The total in-school work day shall not include the two fifteen minute periods specified in the first section of this paragraph.

(3) In addition to the above schedule and requirements, teachers and other professional personnel may be required to attend parent consultation schedules at reasonable hours, one back-to-school night, and after-school help for students.

(4) Three (3) parent-teacher conferences may be held during the course of the school year for the purpose of discussing individual pupil progress. The dates and structure of said conferences shall be established prior to the beginning of each school year by the Superintendent in consultation with the Association. On days when parent-teacher conferences are held, half-day sessions shall be scheduled for both students and teaching staff.

(5) The Superintendent of Schools shall have the authority to assign media specialists to staggered work schedules in order to keep libraries open after the close of the school day. The staggered schedule shall not result in a work day ending more than one hour later than that for the work day on any scheduled school day for regular classroom teachers and shall not result in any increase in the overall length of work day for media specialists. The staggered work day shall not exceed three times per week.

B. (1) The normal daily teaching load shall be five (5) teaching periods and one (1) duty period. Teachers assigned to less than five (5) teaching periods may be assigned an additional duty period in place of the assigned teaching period. The assigned duty in lieu of the fifth teaching period shall be selected by the teacher from those available.

(2) Teachers shall not be required to teach more than two (2) separate academic areas at any one time, nor be required to undertake more than three (3) different preparations -- unless enrollment dictates otherwise.

(3) The Board agrees that a stipend of \$350 shall be paid annually per teacher to supervise students in the cafeteria. Designation of cafeteria assistants shall be on a voluntary basis. In the absence of sufficient volunteers, the administration may assign teachers to duty. The duration of the supervision shall be 46 minutes. In the event that a lesser duration is deemed necessary, the remuneration will be at a proportionate rate.

C. (1) Teachers shall have a daily duty-free lunch period of at least the same length as the students.

(2) A teacher shall be permitted to leave the building during his/her assigned lunch period and/or his/her preparation period upon notification to the Principal or his/her designee. The fifteen minute time span prior to and following the instructional day shall not be considered part of the preparation period.

D. (1) Building based teachers may be required to remain after the end of the regular work day, for the purpose of attending faculty or other professional meetings two (2) days each month. Building faculty and building departmental meetings shall begin no later than fifteen (15) minutes after the student dismissal time. Any teachers who wish may be excused sixty (60) minutes after the start of said meeting if the meeting is still in progress. Other professional personnel employed by the Board of Education may also be required to attend meetings. All first year professional employees may be required to attend up to six (6) orientation meetings in addition to the two (2) pre-school orientation days as provided in Article VII. First year professional employees will accept delays of not more than 45 minutes for not more than two orientation periods. In addition to the provisions concerning schedules and professional responsibilities, professional employees of the Board shall also be required to perform those duties as necessary in connection with evaluations of the school district (i.e., Middle States and New Jersey State evaluations) without additional compensation.

(2) An Association representative may speak to the teachers at a school's monthly faculty meeting for at least ten (10) minutes on the request of the representative to the Building Principal. The Association's time shall be granted within seventy (70) minutes of the start of the meeting.

(3) The notice of and tentative agenda for any meetings shall be given to the teachers involved at least three (3) days prior to the meetings, except in an emergency. Teachers shall have the opportunity to suggest items for the agenda.

(4) Teachers may be required to attend no more than three (3) district-wide departmental meetings per year. These meetings shall be without compensation for travel.

E. Classroom teachers shall, in addition to their lunch periods, have one (1) full daily preparation period, during which they shall not be assigned to any other duties.

F. (1) Exceptions to the provisions of Sections A, B, C, D, and E above may be made only in cases of emergency. The Association shall be notified in each such instance, in advance if possible.

(2) The term "emergency" as it applies to the assignment of class periods over normal teaching load shall mean those situations in which the Board of Education has been unable to procure the service of a part-time teacher, or in the case where there are four (4) or five (5) overage classes in a department at any school, (a full-time teacher) or a volunteer possessing certification and experienced in teaching the subject. In the event of any such emergency the following procedures shall be observed:

- a. The availability of overage assignments shall be posted for a minimum of seven (7) calendar days and no volunteer shall be assigned until the conclusion of the seven day period unless the overage situation develops after the start of the school year when the assignment may be made immediately after posting.
- b. All potential overage assignments shall, if known to the Administration, be set forth in tentative class assignments issued to teaching staff members in June.
- c. The Association shall be notified of all overage assignments immediately.
- d. No teaching staff member shall be involuntarily assigned to an overage assignment which would require the extension of the normal working day as defined in Article VIII, Section A.(2).
- e. No more than four percent of the teaching staff shall receive such overage assignments in any school year. (This will apply to involuntary and voluntary.)
- f. Grievances concerning the application of this section shall be submitted directly to the Superintendent of Schools and if not resolved at that level shall be submitted to Binding Arbitration on an expedited basis with the intention of having such disputes resolved prior to the beginning of the school year. Arbitration awards rendered after the start of the school year which invalidate overage assignments shall be implemented at the beginning of the next semester.
- g. In the event that any provisions of this section are invalidated as a result of a Scope of Negotiations or other legal proceeding initiated by the Board of Education, the entire section shall immediately be reopened for negotiations and shall become null and void at the expiration of this agreement.
- h. Such assignments, whether voluntary or involuntary, shall be in lieu of a duty period and be compensated at the rate of twenty percent (20%) of the daily salary for each additional period assignment.
- G. Regular teachers who are required to substitute during their preparation period in cases where substitute teachers are not available, shall be paid the sum of \$9.25 (1988/89), \$10.00 (1989/90), and \$11.00 (1990/91) per period.

H. The Superintendent shall specifically review the number and structure of all meetings that teachers are required to attend including, but not limited to, district-wide department meetings, building meetings, and other such professional activities.

* I. Teachers who perform detention proctoring shall be compensated at the hourly rate of \$13.00 (1988/89), \$14.00 (1989/90) and \$15.25 (1990/91); this amount shall be paid at a pro rata hourly basis if the detention period is less than one hour.

ARTICLE IX

CLASS SIZE

A. The number of students to be taught in a particular class is determined in part by the adequacy of the physical facilities and the nature of the course offered. It is realized that class size as specified by the New Jersey State Department of Education represent desirable goals.

B. No more students will be assigned to a lab or vocational/technical class than there are work places in the classroom.

C. By October 15, the Board or the Superintendent will supply the Association with a class size matrix.

ARTICLE X

MILEAGE REIMBURSEMENT

A. Teachers cannot 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/her Principal. He/she shall be compensated at the rate of eighteen (18c) cents per mile for the use of his/her own automobile.

B. Employees required to use their own automobile in the performance of their duties shall be reimbursed for all such travel at the rate of eighteen (18c) cents per mile. Employees who are assigned to more than one (1) school per day shall be reimbursed for all driving done between schools.

C. The Board of Education shall investigate availability of liability insurance coverage for social workers, attendance officers, distributive education coordinators and work study teacher coordinators who, of necessity, must utilize their automobiles in the performance of their duties. If the Board of Education does not obtain such liability insurance, the Board agrees to pay the sum of fifty-five dollars (\$55) annually, in lieu of such insurance, to the above named personnel classification who, of necessity, must utilize their automobile in the performance of their duties.

ARTICLE XI

STAFF EMPLOYMENT

A. (1) Any contract or engagement between the Board of Education and teacher shall cease and be of no effect against the Board whenever the Board shall ascertain by written notice from the County Superintendent, that the teacher is not in possession of proper teacher's certification in full force and effect, even if the term or engagement for which the contract was made, may not then have expired.

(2) Each member of the unit shall bear sole responsibility for filing his proper New Jersey State teaching certificates or application forms for said certificate. The Superintendent's Office will render assistance upon request of the teacher. Employment may be rescinded if proper certificate or forms are not filed by September 30, each school year.

B. (1) Each teacher shall be placed at his ^{proper} step of the salary schedule as of the beginning of each school year in accordance with paragraph "B.2." below, except where increments have or may be withheld.

(2) Each newly hired teacher shall be placed at his/her step of the salary schedule based on training and years of approved experience as determined by the superintendent.

(3) Credit may be given on the teachers' salary guide for previous related experience and military service. No more than four (4) years credit will be allowed for military experience. Such credit determined at the time of employment shall be the basis for computing "step on guide" in ensuing years.

(4) Credit up to the fourth step of any salary level on the secretarial/clerical guide may be given for previous experience.

(5) Credit up to the fourth step of any salary level on the attendance officer guide may be given for previous school experience.

C. Sick days, previously accumulated in the Freehold Regional High School District, will be restored to all employees returning from a Board granted leave.

D. Employees shall be notified of their contract or salary status one (1) week following the Board of Education's Regular April Meeting, but not later than April 30, unless the employee has been employed after the start of the school year. Employees employed after January 1, will be notified of their contract or salary status by June 1.

E. For ten (10) month employees, eligibility for increment shall consist of completing ninety-four (94) working days in the prior school year. For twelve (12) month personnel, six (6) months of prior employment shall be required for eligibility for increment.

F. At the discretion of the Superintendent, a member of the unit, prior to the issuance of a tenure contract, may be given a physical examination by a district physician.

G. Any returning employee, offered and desiring reemployment of the coming school year, shall notify the Board of such acceptance through the Superintendent or his designee, in writing, or by return of Contract or letter of intent, on or before June 1, in which event such employment shall continue as provided for herein. In default of such notice the Board shall not be required to reemploy the staff member for the coming year. However, breach of the time deadline shall not cause forfeiture of tenure rights.

ARTICLE XII

SALARIES AND TUITION REIMBURSEMENT

A. The salaries of all personnel covered by this Agreement are set forth in Schedule "A" which is attached hereto and made a part hereof. Beginning on the effective date of this Agreement, employees shall become eligible for advancement of salary guide A-1 from the "B.A." to the "B.A.+30" and the "M.A.+30" training levels if the following conditions are met:

(1) Courses credited for advancement in the training level must be on the graduate level.

(2) Courses within a subject matter field as well as any other graduate level course must be approved by the Superintendent of Schools and reported on appropriate forms. The Superintendent, as discussed under (1) and (2), shall consider whether the applicant has previously received approval for the obtainment of any of the other courses he may have achieved credits in and will also consider the nature of any and all credits obtained and the nature of the applicant's undergraduate field of study all in determining whether the approval shall be given to vary the requirements of paragraph (1) and (2) above.

(3) Courses credited must have been earned following the date of award of the B.A. or M.A. degree.

(4) Courses credited toward advancement from the "B.A." to the "B.A.+30" training level shall not be accepted for advancement from the "M.A." to the "M.A.+30" training level.

(5) Courses required for the renewal of a sub-standard certificate or the upgrading of a sub-standard certificate to a standard certificate may not be credited toward advancement in training level.

B. (1) When a pay day falls on or during a school holiday, vacation or weekend, employees shall receive their pay checks on the last previous working day.

(2) Employees shall receive their final checks on the last working day of the month.

C. (1) Teachers entitled under the conditions set forth herein to reimbursement of tuition shall receive reimbursement for tuition for a maximum of six (6) credits per year during the life of this contract, at a rate not to exceed ninety dollars (\$90.00) per credit, if the following conditions are met:

(a) A transcript and a receipt of the amount paid must be shown to the Superintendent.

(b) Only teachers who have been employed by the Board for more than one (1) year and who possess a standard New Jersey certificate may participate in the program.

(c) All courses must have been submitted to the Superintendent for approval on the appropriate reporting form no later than one week after enrollment in said course.

(d) Reimbursement under this Article shall be granted only for graduate level courses.

(e) The condition precedent to reimbursement for all courses covered by this program is an achievement of a grade of "B" or better.

(2) The Board agrees to provide reimbursement for courses in secretarial studies programs or related fields of studies. Approval procedures shall coincide with professional staff as outlined on page 16 Article XII paragraph C1.

(3) An employee who voluntarily terminates employment before submitting a transcript evidencing completion of the course shall not be reimbursed.

ARTICLE XIII

EMPLOYEE ASSIGNMENT

All teachers shall be given written notice of their salary schedules, and notice of their tentative class and/or subject, and building assignment not later than June 15.

ARTICLE XIV

VOLUNTARY TRANSFERS

A. (1) The Superintendent shall post in all school buildings a list of the known vacancies which shall be available for the following school year. The Superintendent shall post such vacancies as soon as practicable so that employees desiring to be considered for reassignment and transfer shall have knowledge of the vacancies which are anticipated for the next school year.

(2) Employees who desire a change in assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent no later than February 1. Such statement shall include the grade and/or subject to which a teacher desires to be assigned and the school or schools to which he/she desires to be transferred, in order of preference.

B. In the consideration of requests for voluntary reassignment and/or transfer, the wishes of the individual employee shall be honored to the extent that the transfer does not conflict with the instructional requirements and best interests of the school system as determined by the Board of Education or its Superintendent.

ARTICLE XV

INVOLUNTARY TRANSFERS

A. Notice of tentative building reassignment shall be given to employees as soon as practicable, and except in cases of emergency, not later than May 1.

B. Reassignment shall be made only after a meeting between the employee involved and his/her immediate supervisor(s), at which time the employee shall be notified of the reason thereof. In the event that an employee objects to the transfer or reassignment at this meeting, upon the request of the employee, the Superintendent or his/her delegate shall meet with him/her. The employee may, at his/her option, have an Association representative present at such meeting.

C. No reassignment will be capriciously or arbitrarily made.

ARTICLE XVI

VACANCIES, PROMOTIONS AND NEW POSITIONS

The Board agrees to post a list of new positions, promotions and vacancies in each school in two locations as soon as possible during the entire year. Such openings shall include the positions specified in the Recognition Clause, Article I, of this Agreement, as well as positions which command salaries in excess of those specified in salary guides included in this Agreement. During the summer vacation period, such posting will be provided to the President of the Association or his/her designee.

ARTICLE XVII

EMPLOYEE EVALUATION

A. An employee, except as designated in D. (2) of this Article shall be given a written copy of any class visit or evaluation within five (5) school days of such visit and shall be given an oral report and conference on such within three (3) school days of such visit. No such report shall be submitted to the Central Office, placed in the employee's file or otherwise acted upon without prior conference with the teacher, who shall not be required to sign a blank or incomplete evaluation form. An employee is required to sign a written evaluation within five (5) days of receipt, such signature to reflect receipt only and not necessarily agreement with its terms. Not less than one (1) evaluation shall be performed by a supervisor or administrator.

B. Except for letters of recommendation and promotion papers which shall be sealed, employees shall have the right at reasonable times to review in the presence of the Superintendent or his/her delegate his/her personnel file and to attach as part of the permanent record his/her comments to any item with which he/she disagrees.

C. Any complaints regarding an employee made to any member of the Administration by any parent, student, or other person which are used in any manner in evaluating an employee shall be promptly investigated and called to the attention of the employee. The employee shall be given the opportunity to respond to and/or rebut such complaint and shall have the right to be represented by the Association at any meetings or conferences regarding such complaint.

D. (1) An administrator or supervisor shall evaluate each nontenured employee (except as designated in D. (2) of this Article) at least four (4) times each year and the report of that evaluation shall state strengths and weaknesses observed, together with specific suggestions for improvement in areas which weaknesses were observed. Whenever possible, the Principal or Assistant Principal shall make one of the above evaluations.

(2) Other employees (attendance officers and secretarial/clerical personnel, etc.) shall be evaluated by the Building Administrator at least twice a year -- one prior to December 1 and the second prior to March 15.

ARTICLE XVIII

FAIR DISMISSAL PROCEDURES

A. Employees shall be notified of their contract or salary status one week following the Board of Education Regular April Meeting, but no later than April 30, unless the employee has been employed after September 30.

B. A nontenured employee who is not offered a contract renewal may request in writing, within thirty (30) calendar days of notice of nonrenewal, a statement of reasons for nonreemployment. The statement of reasons shall be provided to the employee within fifteen (15) calendar days of receipt by the Superintendent of this request.

C. A nontenured employee in the district who is not recommended by the Superintendent for renewal, and having requested and received a statement of reasons, may request an informal appearance before the Board of Education. The employee may at his option have an Association representative present at such hearing. Such request shall be in writing and shall be filed within ten (10) calendar days after receipt of the statement of reasons. The informal appearance shall be scheduled within thirty (30) calendar days from the receipt of the request for such informal appearance. The appearance shall be conducted in accordance with present and future guidelines of the Commissioner of Education. The decision of the Board shall be final.

D. In lieu of paragraph C, an employee in his/her third year of employment not recommended by the Superintendent may request review by an arbitrator who shall issue an advisory opinion to the Board of Education. The Board shall within ten (10) days of receipt of the advisory opinion make a decision regarding nonrenewal and its decision shall be final.

ARTICLE XIX

SICK LEAVE

A. As of September 1, all employees 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.

B. When consecutive absence because of illness exceeds the annual leave and the accumulated leave, the employee may appeal to the Board of Education, which may, on a case-by-case basis, determine to allow sick leave beyond that specified above.

C. Employees whose record of absenteeism reflects chronic health or personal problems shall, at administrative discretion, be examined by district physicians and/or other professional consultants.

D. The Association may review sick leave data with the Superintendent three (3) times annually.

E. Teachers and other employees retiring from the school district after a minimum of fifteen years of service in the district, and are either retiring in accordance with the requirements of the appropriate State Pension Fund or who have completed 25 years of total teaching service, and who have accumulated at least 75 days of sick leave, shall be paid for their unused accumulated sick leave at the rate of twenty seven dollars and fifty cents (\$27.50) per day to a maximum cost of two thousand seven hundred fifty dollars (\$2,750) per employee.

ARTICLE XX

TEMPORARY LEAVES OF ABSENCE

A. Full-time employees shall be entitled to the following temporary non-accumulative leaves of absence with full pay each school year.

(1) Up to three (3) days leave of absence for personal, legal business, and household or family matters which require absence during school hours. Application for personal leave shall be made in writing at least five (5) school days before taking such leave (except in the case of emergency) by a check-list form developed by the Superintendent of Schools. Personal business days before or after vacation periods and holidays shall be granted only at the discretion of the Superintendent. Personal days shall not be granted for vacation purposes. Professional days may be granted by the Building Principal upon the approval of the Superintendent; where such approval is granted, they will not be counted against personal days granted by this Section.

(2) Time necessary by reason of subpoena by a court appearance in legal proceeding connected with the employee's employment or with the school system.

(3) Death or illness in family -- in case of absence because of the critical illness and/or death of a member of the immediate family or household, each employee shall be allowed not more than five (5) days absence with full pay. Immediate family is defined as spouse, child, parent (this shall include both natural parent as well as adoptive parent), brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law or grandparent. Critical illness is defined as one requiring hospitalization and placement by hospital or medical authorities on the critical illness list, as ascertained and determined by the Superintendent or his designee.

(4) Time necessary for persons called into temporary active duty of any unit of the U. S. Reserves or the State National Guard, provided such obligations cannot be fulfilled on days when school is not in session. An employee shall be paid his regular pay in addition to any pay which he receives from the state or federal government.

(5) Other leaves of absence may be granted by the Board of Education for good reason, upon the recommendation of the Superintendent.

B. Leaves taken pursuant to Section A above shall be in addition to any sick leave to which the employee is entitled.

C. The Association may review personal business day data with the Superintendent three (3) times annually.

D. Recognizing that absence and leave policies are provided for the protection and interest of employees for special needs, the Freehold Regional High School Education Association will encourage all employees to abide by the intent and purposes of such policies.

ARTICLE XXI

EXTENDED LEAVES OF ABSENCE

A. Military leave without pay shall be granted to any teacher who is inducted or enlists in any branch of the armed forces of the United States for the period of said induction or initial enlistment. Additionally, any teacher whose spouse is so inducted or enlists and who wishes to join him/her for the period of special training in preparation for duty overseas in combat zones shall be granted a leave of absence if requested.

B. (1) The Board of Education shall grant leaves of absence for medical reasons associated with pregnancy and birth to pregnant teachers without pay, on the same terms and conditions governing leaves of absence for other illness or medical disabilities, as set forth in N.J.S.A. 18A:30-1 et seq.

(2) It is recognized that a teacher's maternity leave application involves both a disability and a child-care phase. The disability phase is that period of time, both pre-natal and post-natal, during which a physician certifies inability to work. The child-care phase is that period of time selected by the teacher, in accordance with B. (2) (b) below, which follows the disability phase during which time the teacher voluntarily suspends her teaching career to care for the newborn child.

(a) Disability phase. Any tenured or nontenured teacher seeking a leave of absence on the basis of medical reasons associated with pregnancy or birth shall apply to the Board of Education. At the time of the application, which shall be made upon sixty (60) days notice to the Board, the teacher shall specify in writing the date on which she wishes to commence leave and the date on which she wishes to return to work after the birth except in the cases of stillbirth, in which case, the employee may elect to return to work at an earlier date. The Board shall require any teacher to produce a certificate from a physician in support of the requested leave dates. Where medical opinion is supportive of the leave dates requested, such request shall be granted by the Board. The physician's certification is subject to agreement by the Board's physician.

(b) Child-care phase. Where the requested leave dates are beyond the period of disability associated with pregnancy and is for child-care purposes, as defined above, the tenured teacher shall be granted, at her discretion, a leave for (a) the balance of the school year in which the birth occurred, or (b) the balance of the school year in which the birth occurred and the entire following school year. Teachers on maternity leave desiring to switch from option (2) (a) to option (2) (b) shall notify the Superintendent by March 15 of the year in which the maternity leave was taken. Any further extensions of child-care leave shall be discretionary with the Board of Education.

The Board need not grant or extend the leave of absence of any nontenured teacher beyond the end of the contract school year in which leave is obtained.

(3) No tenured or nontenured teacher shall be barred from returning to work after the birth of her child solely on the ground that there has not been a stated or prescribed lapse of time between that birth and her desired date of return, provided sixty (60) days notice is given except as is provided herein. Nothing contained in this article shall be construed to preclude the Board from requiring any teacher after birth of her child to produce a certificate from her physician showing that she is physically capable of resuming her duties. The physician's certification is subject to agreement by the Board physician.

(4) A teacher returning from pregnancy leave of absence shall be entitled to all benefits to which teachers returning from other types of sick or disability leave would be entitled. Nothing contained herein shall be construed to require the Board to grant tenure or to offer a new contract for a new school year to any nontenured employee who would not have been otherwise offered such a contract.

(5) Paragraphs B. (1) - B. (4) shall also apply to all other tenured employees represented by the Association under the terms and conditions of this contract of employment.

(6) Any tenured employee adopting an infant child may receive similar leave which shall commence upon receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption.

(7) No employee on maternity leave shall, on the basis of said leave, be denied the opportunity to substitute in the Freehold Regional High School District in the area of certification or competence.

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

D. Other leaves of absence with pay may be granted by the Board for good reason.

E. Upon return from military service, a teacher who has been on active duty shall be considered as if he/she 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/she had not been absent. A teacher shall not receive tenure or increment credit for time spent on leave granted pursuant to Section B, C, or D of this Article.

F. All benefits to which an employee was entitled at the time his/her leave of absence commenced, including unused accumulated sick leave, shall be restored to him/her upon his/her return and he/she shall be assigned to the same position which he/she held at the time said leave commenced, if available, or, if not, to a substantially equivalent position.

G. All extensions or renewals of leaves shall be applied for in writing.

ARTICLE XXII

PROTECTION OF EMPLOYEES AND STUDENT DISCIPLINE

A. The Board will provide safe working conditions.

(1) Whenever any civil action has been brought against any employee of the Board including any student teacher, for any act or omission arising out of the performance of his/her duties, the Board must defray all costs of defending such action including reasonable counsel fees and expenses, together with the cost of appeal, if any, and must save harmless and protect the employee from any financial loss resulting therefrom. Boards of Education may maintain appropriate insurance to cover all damages, losses and expenses. 18A:16-6.

(2) Should any criminal action be instituted against any employee for any such act or omission and should the action or proceeding be dismissed or result in a final disposition in favor of the employee, the Board must reimburse him for the cost of defending the suit, including reasonable counsel fees and expenses for the original hearing or trial and all appeals. 18A:16-6.1.

(3) Any employee may, within the scope of his duties, use such force as is reasonable and necessary (a) to quell a disturbance, (b) to obtain possession of weapons or other dangerous objects, (c) for the purpose of self-defense and (d) for the protection of persons and property. Such acts are not considered corporal punishment. 18A:6-1.

(4) As the statute is modified by the legislature, the contract will be so modified.

B. (1) The parties shall establish a joint Association/Board Plant Facilities Committee.

C. (1) A Student Discipline Committee consisting of two staff members appointed by the Superintendent and two staff members appointed by the Association may formulate the problem as it relates to student discipline and make recommendations to the Superintendent.

(2) The Superintendent shall review the recommendations of the Committee and if in agreement, shall forward such recommendations to the Board of Education within sixty (60) days for policy consideration.

(3) If the Board of Education adopts such policy, the necessary procedure to implement such policy shall be promulgated by the Superintendent and his staff as soon as possible.

D. All suspensions and expulsions of students shall be in accordance with N. J. Title 18A, Rules and Regulations and the State Department and Commissioner of Education decisions. Recommendations from Principals to Superintendent and Superintendent to Board of Education shall be given serious weight.

ARTICLE XXIII

INSURANCE PROTECTION

A. The Board of Education will pay the full individual or full family coverage of Connecticut General, Major Medical coverage insurance, Comprehensive Rider J365-30, C. O. B. children to 23 in household and prevailing fee. Medical insurance coverage shall also include provision for optional second opinions on elective surgery. The Board of Education shall have the right to change insurance carriers provided the benefits provided will not be diminished by such a change. Before the Board of Education can exercise this right, the proposed new insurance program shall be submitted to the Association. If the Association rejects the proposed change on the grounds that the new insurance program results in diminished benefits, then the matter shall be submitted directly to binding arbitration in accordance with the grievance procedure of this contract.

B. The Board shall provide to each employee a description of the health-care insurance coverage provided under this Article no later than the beginning of the school year.

C. The Board will allow retired employees to remain part of the Group Plan, if such employees pay the premium.

D. Commencing on July 1, 1988 and continuing to June 30, 1991, the Board of Education shall provide to the employees covered by this agreement, a New Jersey Dental Service usual and customary dental plan not to exceed the below listed monthly rates:

Monthly Rate

One (1) Party.....	\$13.71
Two (2) Parties.....	\$26.43
Three (3) Parties.....	\$44.94

These rates shall be fixed for the life of the Agreement pursuant to the rate guarantee provided by the carrier; therefore, no cost shall be incurred by the employees. Any change of carrier shall result only through the mutual consent of the Board of Education and the Association.

E. Where both wife and husband are employed in the district, duplicate coverage on health and dental insurance shall not be provided; however, the Board of Education shall provide, coordination of benefits coverage in those instances.

ARTICLE XXIV

PROFESSIONAL RELATIONS COMMITTEE

A Professional Relations Committee shall be established which shall consist of the President of the Association plus six (6) members which the Association President shall appoint and the Superintendent and six (6) members which the Superintendent shall appoint. This Committee may meet at mutually agreeable times once per month to discuss all matters of professional relations and teaching interests which are not covered by this Agreement. Topics which this Committee may discuss include but are not limited to: teacher facilities, teacher administrative liaison, teaching techniques, curriculum, testing, etc.; determination of textbooks and the discussion of other materials and supplies, sabbatical leave policy and recruitment. Minutes of each meeting may be taken by a member of the Committee and transmitted to the Board of Education. Any jointly agreed upon recommendations will be transmitted by the Committee to the Board and the Board will give serious consideration to such recommendations.

In addition, at each school a Professional Relations Subcommittee shall be established to consist of the Principal and such staff as he may wish to add, plus four (4) delegates designated by the Association. Individual school committees shall discuss any matter of professional interest pertaining only to that school and may make recommendations to the Superintendent and the District Professional Relations Committee where appropriate.

ARTICLE XXV

CONTINUITY OF OPERATION

A. Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year, and the avoidance of disputes which threaten to interfere with such operation. Since the parties are establishing a comprehensive grievance procedure under which unresolved disputes may be settled, the parties have removed the basic cause of work interruptions during the period of this Agreement. The Association accordingly agrees, during the period of this Agreement, that it will not, nor will any person acting in its behalf, cause, authorize, or support, nor will any of its members take part in any strike (i.e. the concerted failure to report for duty, or willful absence of any employee of the Freehold Regional High School Board of Education from his/her position, or stoppage of work for abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment) for any purpose whatsoever.

(1) The above is interpreted that: The Association may be held liable in damages for "wild-cat" strikes, unless the Association in writing immediately disavows the strike and notifies the strikers to return to work.

(2) In the case of a strike the Board may apply for an injunction against the Association.

(3) The Association agrees not to take part in "sanctions" against the Board.

(4) The Association agrees that any strike is a breach of contract and that such removes all impediment from and permits the Board to dismiss or otherwise discipline employees taking part in that breach of contract.

ARTICLE XXVI

REPRESENTATION FEE

A. If any employee after his first year of Board employment does not become a member of the Association, said employee will be required to pay a representation fee to the Association. The purpose of this fee will be to offset the employees' per capita cost of services rendered by the Association as majority representative.

B. Prior to the beginning of each membership year the amount of said representation fee shall be certified to the Board by the Association, which amount shall not exceed eighty-five (85%) of the regular membership dues, fees and assessments charged by the Association to its own members.

C. Once during each membership year covered in whole or in part by this agreement, the Association will submit to the Board a list of those employees who have not become members of the Association for the then current membership year. The Board will deduct the representation fee in equal installments, as nearly as possible for the paycheck paid to each employee on the aforesaid list during the remainder of the membership year in question.

D. The employer shall remit the amount deducted to the Association monthly, on or before the 15th of the month following the month in which such deductions were made.

E. These deductions shall commence thirty (30) days after the beginning of employment in the unit or ten (10) days after re-entry into employment in the unit.

F. The Association shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A-5.5(c) and 5.6, and membership in the Association shall be available to all employees in the unit on an equal basis at all times. In the event the Association fails to maintain such a system or if membership is not so available, the employer shall immediately cease making said deductions.

G. The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits and other forms of liability that shall arise out of, or by reason of any action taken or not taken by the Board for the purpose of complying with any of the provisions of this article. The Association shall intervene in, and defend, any administrative or court litigation concerning this provision. In any such litigation, the Board shall have no obligation to defend actions arising under this article but, once compelled to do so, the Association shall reimburse the Board for all reasonable costs incurred in defending or participating in such litigation, provided, however, that this subsection does not apply to litigation concerning the agreement to limit representation fees to after the first year of employment.

ARTICLE XXVII

MISCELLANEOUS PROVISIONS

A. This Agreement constitutes that part of the Board policy covered by its provisions for the term of said Agreement, and the Board shall carry out commitments contained herein and give them full force and effect as Board policy.

B. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

C. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

D. Copies of this Agreement shall be printed with the expense shared equally between the Board of Education and the Freehold Regional High School Education Association with the printer mutually agreed upon within a reasonable time after the Agreement is signed and presented to all employees now employed or hereafter employed by the Board.

E. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or registered letter at the following addresses:

(1) If by Association, to the Board of Education at

11 Pine Street
Englishtown, New Jersey 07726

(2) If by Board to Association at

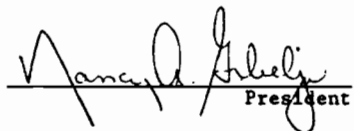
P. O. Box 662
Freehold, New Jersey 07728

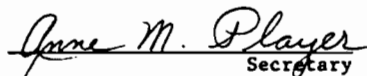
ARTICLE XXVIII
DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1988 and shall continue in effect until June 30, 1991.

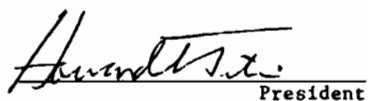
In Witness Whereof, the parties hereto have caused to be signed by their respective presidents and secretaries, all on the day and year first above written.

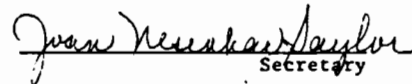
FREEHOLD REGIONAL HIGH SCHOOL
 EDUCATION ASSOCIATION


 President


 Secretary

FREEHOLD REGIONAL HIGH SCHOOL
 DISTRICT BOARD OF EDUCATION


 President


 Secretary

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-1
 Teachers' Salary Guide
 1988/89

SALARY LEVEL	GUIDE 1 B.A.	GUIDE 2 B.A.+30	GUIDE 3 M.A.	GUIDE 4 M.A.+30
1	22,460	23,710	24,210	25,510
2	22,810	24,060	24,560	25,860
3	23,560	24,810	25,310	26,610
4	24,225	25,475	25,975	27,275
5	25,319	26,569	27,069	28,369
6	26,760	28,010	28,510	29,810
7	27,760	29,010	29,510	30,810
8	28,760	30,010	30,510	31,810
9	29,810	31,060	31,560	32,860
10	31,285	32,535	33,035	34,335
11	32,985	34,235	34,735	36,035
12	39,135	40,385	40,885	42,185

\$200 will be awarded after the completion of five (5) years.
 \$300 will be awarded after the completion of ten (10) years.
 \$350 will be awarded after the completion of fifteen (15) years.
 \$350 will be awarded after the completion of twenty (20) years.
 \$400 will be awarded after the completion of twenty-five (25) years.
 \$500 will be awarded after the completion of thirty (30) years.

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
SCHEDULE A-2
Teachers' Salary Guide
1989/90

<u>SALARY LEVEL</u>	<u>GUIDE 1 B.A.</u>	<u>GUIDE 2 B.A.+30</u>	<u>GUIDE 3 M.A.</u>	<u>GUIDE 4 M.A.+30</u>
1	23,250	24,500	25,000	26,300
2	23,650	24,900	25,400	26,700
3	24,860	26,110	26,610	27,910
4	25,795	27,045	27,545	28,845
5	26,760	28,010	28,510	29,810
6	27,995	29,245	29,745	31,045
7	29,090	30,340	30,840	32,140
8	30,270	31,520	32,020	33,320
9	31,805	33,055	33,555	34,855
10	33,570	34,820	35,320	36,620
11	35,885	37,135	37,635	38,935
12	41,470	42,720	43,220	44,520

\$200 will be awarded after the completion of five (5) years.
\$300 will be awarded after the completion of ten (10) years.
\$350 will be awarded after the completion of fifteen (15) years.
\$350 will be awarded after the completion of twenty (20) years.
\$400 will be awarded after the completion of twenty-five (25) years.
\$500 will be awarded after the completion of thirty (30) years.

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
SCHEDULE A-3
Teachers' Salary Guide
1990/91

<u>SALARY LEVEL</u>	<u>GUIDE 1 B.A.</u>	<u>GUIDE 2 B.A.+30</u>	<u>GUIDE 3 M.A.</u>	<u>GUIDE 4 M.A.+30</u>
1	24,500	25,750	26,250	27,550
2	24,900	26,150	26,650	27,950
3	25,400	26,650	27,150	28,450
4	26,750	28,000	28,500	29,800
5	28,200	29,450	29,950	31,250
6	29,300	30,550	31,050	32,350
7	30,550	31,800	32,300	33,600
8	32,170	33,420	33,920	35,220
9	33,990	35,240	35,740	37,040
10	36,900	38,150	38,650	39,950
11	39,040	40,290	40,790	42,090
12	43,960	45,210	45,710	47,010

\$200 will be awarded after the completion of five (5) years.
\$300 will be awarded after the completion of ten (10) years.
\$350 will be awarded after the completion of fifteen (15) years.
\$350 will be awarded after the completion of twenty (20) years.
\$400 will be awarded after the completion of twenty-five (25) years.
\$500 will be awarded after the completion of thirty (30) years.

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-4
 Attendance Officers and Security Personnel
 1988/89

<u>SALARY LEVEL</u>	<u>GUIDE</u>
1	13,853
2	14,273
3	14,693
4	14,963
5	15,700
6	16,117
7	16,743
8	17,350
9	17,936
10	19,188
11	20,321
12	22,036

\$200 will be awarded after the completion of five (5) years.
 \$300 will be awarded after the completion of ten (10) years.
 \$350 will be awarded after the completion of fifteen (15) years.
 \$350 will be awarded after the completion of twenty (20) years.
 \$400 will be awarded after the completion of twenty-five (25) years.
 \$500 will be awarded after the completion of thirty (30) years.

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-5
 Attendance Officers and Security Personnel
 1989/90

<u>SALARY LEVEL</u>	<u>GUIDE</u>
1	14,577
2	14,977
3	15,433
4	15,889
5	16,213
6	17,014
7	17,534
8	18,172
9	18,809
10	19,537
11	20,906
12	23,261

\$200 will be awarded after the completion of five (5) years.
 \$300 will be awarded after the completion of ten (10) years.
 \$350 will be awarded after the completion of fifteen (15) years.
 \$350 will be awarded after the completion of twenty (20) years.
 \$400 will be awarded after the completion of twenty-five (25) years.
 \$500 will be awarded after the completion of thirty (30) years.

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
SCHEDULE A-6
Attendance Officers and Security Personnel
1990/91

<u>SALARY LEVEL</u>	<u>GUIDE</u>	<u>SALARY LEVEL</u>	(A)	(B)	(C)	(D)	(E)
1	15,193	1	14,793	15,468	15,943	16,718	17,943
2	15,593	2	15,066	15,741	16,216	16,991	18,216
3	16,022	3	15,340	16,015	16,490	17,265	18,490
4	16,543	4	15,613	16,288	16,763	17,538	18,763
5	17,033	5	15,969	16,644	17,119	17,894	19,119
6	17,381	6	16,397	17,072	17,547	18,322	19,547
7	18,243	7	16,781	17,456	17,931	18,706	19,931
8	18,801	8	17,165	17,840	18,315	19,090	20,315
9	19,487	9	17,810	18,485	18,960	19,735	20,960
10	20,172	10	18,350	19,025	19,500	20,275	21,500
11	20,955	11	19,120	19,795	20,270	21,045	22,270
12	24,576	12	20,557	21,232	21,707	22,482	23,707

\$200 will be awarded after the completion of five (5) years.
\$300 will be awarded after the completion of ten (10) years.
\$350 will be awarded after the completion of fifteen (15) years.
\$350 will be awarded after the completion of twenty (20) years.
\$400 will be awarded after the completion of twenty-five (25) years.
\$500 will be awarded after the completion of thirty (30) years.

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
SCHEDULE A-7
Secretarial/Clerical Salary Guide - 12 months
1988/89

\$200 will be awarded after the completion of five (5) years.
\$300 will be awarded after the completion of ten (10) years.
\$350 will be awarded after the completion of fifteen (15) years.
\$350 will be awarded after the completion of twenty (20) years.
\$400 will be awarded after the completion of twenty-five (25) years.
\$500 will be awarded after the completion of thirty (30) years.

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
SCHEDULE A-8
Secretarial/Clerical Salary Guide - 12 months
1989/90

SALARY LEVEL	(A)	(B)	(C)	(D)	(E)	SALARY LEVEL	(A)	(B)	(C)	(D)	(E)
1	15,830	16,505	16,980	17,755	18,980	1	17,057	17,732	18,207	18,982	20,207
2	16,080	16,755	17,230	18,005	19,230	2	17,307	17,982	18,457	19,232	20,457
3	16,377	17,052	17,527	18,302	19,527	3	17,580	18,255	18,730	19,505	20,730
4	16,675	17,350	17,825	18,600	19,825	4	17,905	18,580	19,055	19,830	21,055
5	16,971	17,646	18,121	18,896	20,121	5	18,230	18,905	19,380	20,155	21,380
6	17,406	18,081	18,556	19,331	20,556	6	18,555	19,230	19,705	20,480	21,705
7	17,873	18,548	19,023	19,798	21,023	7	19,034	19,709	20,184	20,959	22,184
8	18,291	18,966	19,441	20,216	21,441	8	19,544	20,219	20,694	21,469	22,694
9	18,710	19,385	19,860	20,635	21,860	9	20,002	20,677	21,152	21,927	23,152
10	19,413	20,088	20,563	21,338	22,563	10	20,478	21,153	21,628	22,403	23,628
11	19,910	20,585	21,060	21,835	23,060	11	21,247	21,922	22,397	23,172	24,397
12	21,990	22,665	23,140	23,915	25,140	12	23,650	24,325	24,800	25,575	26,800

\$200 will be awarded after the completion of five (5) years.
 \$300 will be awarded after the completion of ten (10) years.
 \$350 will be awarded after the completion of fifteen (15) years.
 \$350 will be awarded after the completion of twenty (20) years.
 \$400 will be awarded after the completion of twenty-five (25) years.
 \$500 will be awarded after the completion of thirty (30) years.

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
SCHEDULE A-9
Secretarial/Clerical Salary Guide - 12 months
1990/91

SALARY LEVEL	(A)	(B)	(C)	(D)	(E)	SALARY LEVEL	(A)	(B)	(C)	(D)	(E)
1	17,057	17,732	18,207	18,982	20,207	1	17,057	17,732	18,207	18,982	20,207
2	17,307	17,982	18,457	19,232	20,457	2	17,307	17,982	18,457	19,232	20,457
3	17,580	18,255	18,730	19,505	20,730	3	17,580	18,255	18,730	19,505	20,730
4	17,905	18,580	19,055	19,830	21,055	4	17,905	18,580	19,055	19,830	21,055
5	18,230	18,905	19,380	20,155	21,380	5	18,230	18,905	19,380	20,155	21,380
6	18,555	19,230	19,705	20,480	21,705	6	18,555	19,230	19,705	20,480	21,705
7	19,034	19,709	20,184	20,959	22,184	7	19,034	19,709	20,184	20,959	22,184
8	19,544	20,219	20,694	21,469	22,694	8	19,544	20,219	20,694	21,469	22,694
9	20,002	20,677	21,152	21,927	23,152	9	20,002	20,677	21,152	21,927	23,152
10	20,478	21,153	21,628	22,403	23,628	10	20,478	21,153	21,628	22,403	23,628
11	21,247	21,922	22,397	23,172	24,397	11	21,247	21,922	22,397	23,172	24,397
12	23,650	24,325	24,800	25,575	26,800	12	23,650	24,325	24,800	25,575	26,800

\$200 will be awarded after the completion of five (5) years.
 \$300 will be awarded after the completion of ten (10) years.
 \$350 will be awarded after the completion of fifteen (15) years.
 \$350 will be awarded after the completion of twenty (20) years.
 \$400 will be awarded after the completion of twenty-five (25) years.
 \$500 will be awarded after the completion of thirty (30) years.

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-10
 Secretarial/Clerical Salary Guide - 10 months
 1988/89

SALARY LEVEL	(A)	(B)	(C)	(D)
1	12,323	12,885	13,281	
2	12,550	13,112	13,508	
3	12,778	13,340	13,736	
4	13,006	13,568	13,964	
5	13,302	13,864	14,260	
6	13,659	14,221	14,617	
7	13,979	14,541	14,937	
8	14,298	14,861	15,256	
9	14,836	15,398	15,794	
10	15,286	15,848	16,244	
11	15,927	16,489	16,885	
12	17,124	17,686	18,082	18,735

\$200 will be awarded after the completion of five (5) years.
 \$300 will be awarded after the completion of ten (10) years.
 \$350 will be awarded after the completion of fifteen (15) years.
 \$350 will be awarded after the completion of twenty (20) years.
 \$400 will be awarded after the completion of twenty-five (25) years.
 \$500 will be awarded after the completion of thirty (30) years.

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-11
 Secretarial/Clerical Salary Guide - 10 months
 1989/90

SALARY LEVEL	(A)	(B)	(C)	(D)
1	13,186	13,749	14,144	
2	13,395	13,957	14,353	
3	13,642	14,204	14,600	
4	13,890	14,453	14,848	
5	14,137	14,699	15,095	
6	14,499	15,061	15,457	
7	14,888	15,450	15,846	
8	15,236	15,799	16,194	
9	15,585	16,148	16,543	
10	16,171	16,733	17,129	
11	16,585	17,147	17,543	
12	18,318	18,880	19,276	19,929

\$200 will be awarded after the completion of five (5) years.
 \$300 will be awarded after the completion of ten (10) years.
 \$350 will be awarded after the completion of fifteen (15) years.
 \$350 will be awarded after the completion of twenty (20) years.
 \$400 will be awarded after the completion of twenty-five (25) years.
 \$500 will be awarded after the completion of thirty (30) years.

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-12
 Secretarial/Clerical Salary Guide - 10 months
 1990/91

SALARY LEVEL	(A)	(B)	(C)	(D)
1	14,208	14,771	15,166	
2	14,417	14,979	15,375	
3	14,644	15,206	15,602	
4	14,915	15,477	15,873	
5	15,186	15,748	16,144	
6	15,456	16,019	16,414	
7	15,855	16,418	16,813	
8	16,280	16,842	17,238	
9	16,662	17,224	17,620	
10	17,058	17,620	18,016	
11	17,699	18,261	18,657	
12	19,700	20,263	20,658	21,313

\$200 will be awarded after the completion of five (5) years.
 \$300 will be awarded after the completion of ten (10) years.
 \$350 will be awarded after the completion of fifteen (15) years.
 \$350 will be awarded after the completion of twenty (20) years.
 \$400 will be awarded after the completion of twenty-five (25) years.
 \$500 will be awarded after the completion of thirty (30) years.

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 CO-CURRICULAR HONORARIA

SCHEDULE A-13

SALARY GUIDE

1988/89

	STEP 1	STEP 2	STEP 3	STEP 4
<u>GOVERNMENT</u>				
Student Council.....	955.....	1,070.....	1,245.....	1,425
Senior Class.....	855.....	955.....	1,085.....	1,205
Junior Class.....	720.....	800.....	915.....	1,020
Sophomore Class.....	575.....	590.....	690.....	790
Freshman Class.....	575.....	590.....	690.....	790
<u>PUBLICATIONS</u>				
Yearbook.....	1,220.....	1,390.....	1,560.....	1,835
Newspaper.....	955.....	1,070.....	1,235.....	1,425
Literary Magazine.....	875.....	975.....	1,105.....	1,225
<u>FINE ARTS</u>				
Music Director.....	2,213.....	2,299.....	2,472.....	2,720
Assistant Music and Vocal Director.....	1,491.....	1,605.....	1,771.....	1,971
Vocal Director.....	1,491.....	1,605.....	1,771.....	1,971
Drama Director.....	1,290.....	1,405.....	1,570.....	1,760
Technical Director.....	1,210.....	1,310.....	1,440.....	1,560
Choreographer.....	580.....	660.....	760.....	860
Forensics.....	1,010.....	1,110.....	1,240.....	1,360
<u>AUXILIARY ACTIVITIES</u>				
Cheerleaders - Varsity.....	1,345.....	1,515.....	1,685.....	1,960
Cheerleaders - Junior Varsity.....	1,240.....	1,355.....	1,520.....	1,710
Majorettes and Color Guard.....	1,110.....	1,210.....	1,340.....	1,460
Drill Team and Flag Twirlers.....	1,110.....	1,210.....	1,340.....	1,460
Winterguard.....	1,110.....	1,210.....	1,340.....	1,460
<u>OTHER</u>				
Chess Team.....	870.....	885.....	990.....	1,090
Math. League.....	640.....	655.....	770.....	870
Science League.....	640.....	655.....	770.....	870
Future Nurses (Health Careers).....	565.....	580.....	690.....	815
National Honor Society.....	665.....	740.....	755.....	960
<u>TEACHER COORDINATORS</u>				
Distributive Education.....	740.....	820.....	935.....	1,040
Cooperative Office.....	740.....	820.....	935.....	1,040
Home Economics Coop. Education.....	740.....	820.....	935.....	1,040
Industrial Arts Coop. Education.....	740.....	820.....	935.....	1,040
Special Education Coop. Education..	740.....	820.....	935.....	1,040
Child Study Team Leader.....	1,190.....	1,340.....	1,490.....	1,790

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
CO-CURRICULAR HONORARIA

SCHEDULE A-14

SALARY GUIDE

1989/90

<u>GOVERNMENT</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>
Student Council.....	1,005.....	1,120.....	1,295.....	1,475
Senior Class	905.....	1,005.....	1,135.....	1,255
Junior Class.....	770.....	850.....	965.....	1,070
Sophomore Class.....	625.....	640.....	740.....	840
Freshman Class.....	625.....	640.....	740.....	840
<u>PUBLICATIONS</u>				
Yearbook.....	1,520.....	1,690.....	1,860.....	2,135
Newspaper.....	1,005.....	1,120.....	1,285.....	1,475
Literary Magazine.....	925.....	1,025.....	1,155.....	1,275
<u>FINE ARTS</u>				
Music Director.....	2,313.....	2,399.....	2,572.....	2,820
Assistant Music and Vocal Director.....	1,591.....	1,705.....	1,871.....	2,071
Vocal Director.....	1,591.....	1,705.....	1,871.....	2,071
Drama Director.....	1,390.....	1,505.....	1,670.....	1,860
Technical Director.....	1,310.....	1,410.....	1,540.....	1,660
Choreographer.....	680.....	760.....	860.....	960
Forensics.....	1,110.....	1,210.....	1,340.....	1,460
<u>AUXILIARY ACTIVITIES</u>				
Cheerleaders - Varsity.....	1,445.....	1,615.....	1,785.....	2,060
Cheerleaders - Junior Varsity.....	1,340.....	1,455.....	1,620.....	1,810
Majorettes and Color Guard.....	1,210.....	1,310.....	1,440.....	1,560
Drill Team and Flag Twirlers.....	1,210.....	1,310.....	1,440.....	1,560
Winterguard.....	1,210.....	1,310.....	1,440.....	1,560
<u>OTHER</u>				
Chess Team.....	920.....	935.....	1,040.....	1,140
Math. League.....	690.....	705.....	820.....	920
Science League.....	690.....	705.....	820.....	920
Future Nurses (Health Careers).....	615.....	630.....	740.....	865
National Honor Society.....	715.....	790.....	805.....	1,010
<u>TEACHER COORDINATORS</u>				
Distributive Education.....	790.....	870.....	985.....	1,090
Cooperative Office.....	790.....	870.....	985.....	1,090
Home Economics Coop. Education.....	790.....	870.....	985.....	1,090
Industrial Arts Coop. Education.....	790.....	870.....	985.....	1,090
Special Education Coop. Education..	790.....	870.....	985.....	1,090
Child Study Team Leader.....	1,240.....	1,390.....	1,540.....	1,840

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
CO-CURRICULAR HONORARIA

SCHEDULE A-15

SALARY GUIDE

1990/91

<u>GOVERNMENT</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>
Student Council.....	1,105.....	1,220.....	1,395.....	1,575
Senior Class.....	1,005.....	1,105.....	1,235.....	1,355
Junior Class.....	870.....	950.....	1,065.....	1,170
Sophomore Class.....	725.....	740.....	840.....	940
Freshman Class.....	725.....	740.....	840.....	940
<u>PUBLICATIONS</u>				
Yearbook.....	1,820.....	1,990.....	2,160.....	2,435
Newspaper.....	1,105.....	1,220.....	1,385.....	1,575
Literary Magazine.....	1,025.....	1,125.....	1,255.....	1,375
<u>FINE ARTS</u>				
Music Director.....	2,463.....	2,549.....	2,722.....	2,970
Assistant Music and Vocal Director.....	1,741.....	1,855.....	2,021.....	2,221
Vocal Director.....	1,741.....	1,855.....	2,021.....	2,221
Drama Director.....	1,540.....	1,655.....	1,820.....	2,010
Technical Director.....	1,460.....	1,560.....	1,690.....	1,810
Choreographer.....	830.....	910.....	1,010.....	1,110
Forensics.....	1,260.....	1,360.....	1,490.....	1,610
<u>AUXILIARY ACTIVITIES</u>				
Cheerleaders - Varsity.....	1,595.....	1,765.....	1,935.....	2,210
Cheerleaders - Junior Varsity.....	1,490.....	1,605.....	1,770.....	1,960
Majorettes and Color Guard.....	1,360.....	1,460.....	1,590.....	1,710
Drill Team and Flag Twirlers.....	1,360.....	1,460.....	1,590.....	1,710
Winterguard.....	1,360.....	1,460.....	1,590.....	1,710
<u>OTHER</u>				
Chess Team.....	1,020.....	1,035.....	1,140.....	1,240
Math. League.....	790.....	805.....	920.....	1,020
Science League.....	790.....	805.....	920.....	1,020
Future Nurses (Health Careers).....	715.....	730.....	840.....	965
National Honor Society.....	815.....	890.....	905.....	1,110
<u>TEACHER COORDINATORS</u>				
Distributive Education.....	890.....	970.....	1,085.....	1,190
Cooperative Office.....	890.....	970.....	1,085.....	1,190
Home Economics Coop. Education.....	890.....	970.....	1,085.....	1,190
Industrial Arts Coop. Education....	890.....	970.....	1,085.....	1,190
Special Education Coop. Education..	890.....	970.....	1,085.....	1,190
Child Study Team Leader.....	1,340.....	1,490.....	1,640.....	1,940

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 INTERSCHOLASTIC ATHLETIC HONORARIA

SCHEDULE A-16

SALARY GUIDE1988/89

POSITION	STEP 1	STEP 2	STEP 3	STEP 4
Baseball (B)/Softball (G) - Head	2,030	2,330	2,630	2,995
Baseball (B)/Softball (G) - Asst.	1,680	1,910	2,095	2,370
Basketball - Head (Boys/Girls)	2,330	2,730	3,030	3,525
Basketball - Asst. (Boys/Girls)	1,730	1,960	2,145	2,420
Cross Country - Head (Boys/Girls)	1,780	1,960	2,145	2,465
Cross Country - Asst. (Boys/Girls)	1,308	1,437	1,565	1,728
Field Hockey - (Girls)	1,084	1,200	1,315	1,425
Football - Head (Boys)	2,440	2,810	3,140	3,635
Football - Asst. (Boys)	1,935	2,110	2,270	2,550
Golf (Boys/Girls)	1,505	1,735	1,920	2,190
Gymnastics - Head (Girls)	2,030	2,330	2,630	2,995
Gymnastics - Asst. (Girls)	1,505	1,685	1,870	2,165
Soccer - Head (Boys/Girls)	2,030	2,330	2,630	2,995
Soccer - Asst. (Boys/Girls)	1,680	1,910	2,095	2,370
Softball (See Baseball)				
Tennis (Boys/Girls)	1,505	1,735	1,920	2,190
Track, Spring - Head (Boys/Girls)	2,030	2,330	2,630	2,995
Track, Spring - Asst. (Boys/Girls)	1,505	1,685	1,870	2,165
Track, Winter - Head (Boys/Girls)	1,905	2,145	2,386	2,730
Track, Winter - Asst. (Boys/Girls)	1,407	1,561	1,718	1,947
Wrestling - Head (Boys)	2,330	2,730	3,030	3,525
Wrestling - Asst. (Boys)	1,780	1,960	2,145	2,420
Equipment Manager	1,730	1,980	2,240	2,625
Financial Manager	1,260	1,460	1,645	1,940

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 INTERSCHOLASTIC ATHLETIC HONORARIA

SCHEDULE A-17

SALARY GUIDE1989/90

POSITION	STEP 1	STEP 2	STEP 3	STEP 4
Baseball (B)/Softball (G) - Head	2,205	2,505	2,805	3,170
Baseball (B)/Softball (G) - Asst.	1,855	2,085	2,270	2,545
Basketball - Head (Boys/Girls)	2,505	2,905	3,205	3,700
Basketball - Asst. (Boys/Girls)	1,905	2,135	2,320	2,595
Cross Country - Head (Boys/Girls)	1,955	2,135	2,320	2,640
Cross Country - Asst. (Boys/Girls)	1,483	1,612	1,740	1,903
Field Hockey - (Girls)	1,259	1,375	1,490	1,600
Football - Head (Boys)	2,615	2,985	3,315	3,810
Football - Asst. (Boys)	2,110	2,285	2,445	2,725
Golf (Boys/Girls)	1,680	1,910	2,095	2,365
Gymnastics - Head (Girls)	2,205	2,505	2,805	3,170
Gymnastics - Asst. (Girls)	1,680	1,860	2,045	2,340
Soccer - Head (Boys/Girls)	2,205	2,505	2,805	3,170
Soccer - Asst. (Boys/Girls)	1,855	2,085	2,270	2,545
Softball (See Baseball)				
Tennis - (Boys/Girls)	1,680	1,910	2,095	2,365
Track, Spring - Head (Boys/Girls)	2,205	2,505	2,805	3,170
Track, Spring - Asst. (Boys/Girls)	1,680	1,860	2,045	2,340
Track, Winter - Head (Boys/Girls)	2,080	2,320	2,563	2,905
Track, Winter - Asst. (Boys/Girls)	1,582	1,736	1,893	2,122
Wrestling - Head (Boys)	2,505	2,905	3,205	3,700
Wrestling - Asst. (Boys)	1,955	2,135	2,320	2,595
Equipment Manager	1,905	2,155	2,415	2,800
Financial Manager	1,455	1,635	1,820	2,115

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 INTERSCHOLASTIC ATHLETIC HONORARIA

SCHEDULE A-18

SALARY GUIDE

1990/91

<u>POSITION</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>
Baseball (B)/Softball (G) - Head...	2,440	2,740	3,040	3,405
Baseball (B)/Softball (G) - Asst...	2,090	2,320	2,505	2,780
Basketball - Head (Boys/Girls).....	2,740	3,140	3,440	3,935
Basketball - Asst.(Boys/Girls).....	2,140	2,370	2,555	2,830
Cross Country - Head (Boys/Girls)...	2,190	2,370	2,555	2,875
Cross Country - Asst.(Boys/Girls)...	1,718	1,847	1,975	2,138
Field Hockey - (Girls).....	1,494	1,610	1,725	1,835
Football - Head (Boys).....	2,850	3,220	3,550	4,045
Football - Asst.(Boys).....	2,345	2,520	2,680	2,960
Golf (Boys/Girls).....	1,915	2,145	2,330	2,600
Gymnastics - Head (Girls).....	2,440	2,740	3,040	3,405
Gymnastics - Asst.(Girls).....	1,915	2,095	2,280	2,575
Soccer - Head (Boys/Girls).....	2,440	2,740	3,040	3,405
Soccer - Asst.(Boys/Girls).....	2,090	2,320	2,505	2,780
Softball (See Baseball)				
Tennis - (Boys/Girls).....	1,915	2,145	2,330	2,600
Track, Spring - Head (Boys/Girls)...	2,440	2,740	3,040	3,405
Track, Spring - Asst.(Boys/Girls)...	1,915	2,095	2,280	2,575
Track, Winter - Head (Boys/Girls)...	2,315	2,555	2,798	3,140
Track, Winter - Asst.(Boys/Girls)...	1,817	1,971	2,128	2,357
Wrestling - Head (Boys).....	2,740	3,140	3,440	3,935
Wrestling - Asst.(Boys).....	2,190	2,370	2,555	2,830
Equipment Manager.....	2,140	2,390	2,650	3,035
Financial Manager.....	1,690	1,870	2,055	2,350

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT

SCHEDULE A-19

LONG-TERM SUBSTITUTE TEACHER SALARY

A. Substitutes with B. A. degree or higher and certified in the appropriate academic area employed for a period of one month or longer for regular teachers on extended illness will be paid a per diem rate of the first step on the B. A. approved salary scale.

B. Substitutes with a B. A. degree or higher and certified in the appropriate academic area, employed for regular teachers on extended leaves of absence for a period of one year approved by the Board of Education, will be paid the rate equal to the first step of the B. A. approved salary scale with fringe benefits granted to full-time teachers.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT

SCHEDULE A-20

EXTRA-INSTRUCTIONAL STIPENDS

1988 - 1991

<u>SUMMER SCHOOL</u>	<u>1988/89</u>	<u>1989/90</u>	<u>1990/91</u>
Three-week/30 hour course	\$457.50	\$495.00	\$540.00
Six-week/60 hour course	\$915.00	\$990.00	\$1,080.00

CURRICULUM WORKSHOP

1988 - 89	\$15.25 per hour
1989 - 90	\$16.50 per hour
1990 - 91	\$18.00 per hour

SUPPLEMENTAL INSTRUCTION

1988 - 89	\$10.25 per hour
1989 - 90	\$11.25 per hour
1990 - 91	\$12.25 per hour

HOME INSTRUCTION AND ADULT SCHOOL

The Board of Education shall have the discretion, during the life of this agreement to increase the hourly rates for home instruction and adult school (including accredited evening high school) as it may deem proper. In the event that the Board directs increases in those hourly rates, the Associate shall be given notice of the action.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT

SCHEDULE A-21

TEACHER AND TRANSPORTATION AIDES

The aides are to receive the same percentage of increase of 8.75%, 8.75% and 8.75% compounded.

After five (5) years of service, aides shall receive health benefits.

SCHEDULE A-22

INTERPRETERS

The interpreters are to receive the same percentage of increase of 8.75%, 8.75% and 8.75% compounded.