

4-0005

18-14

Changes for 1976-1977

PERC

Duplicate

ARTICLE I

RECOGNITION

I. Pursuant to the provisions of Chapter 303, Laws of 1968, the North Plainfield Board of Education, an Equal Opportunity Employer, hereby recognizes the North Plainfield Education Association as a majority representative and as the exclusive and sole representative for collective negotiations concerning terms and conditions of employment for all certificated personnel under contract or on leave, now employed or as hereafter may be employed by the Board, excluding the Superintendent of Schools and the Assistant to the Superintendent.

II. No change.

ARTICLE II

NEGOTIATIONS

The parties agree to enter into negotiations concerning a successor agreement in accordance with Chapter 303, Laws of 1968. Such negotiations shall begin not later than October 1 of each year for each successor agreement.

ARTICLE III

GRIEVANCE PROCEDURE

I. Definition

"A grievance" shall mean a complaint by a teacher that there has been a personal loss, injury or inconvenience because of a violation, a misinterpretation or an inequitable application of:

- A) Board policy that affects terms and conditions of employment.
- B) This Agreement.

II. No change

III. Procedure

- A. To be considered under this procedure, a grievance must be initiated by the teacher within twenty (20) school days of the occurrence of the particular incident.

I. Step 5. -- No change

- 1. No change
- 2. The arbitrator shall limit himself to the issue submitted to him and shall consider nothing else. He shall add nothing to, nor subtract anything from, the Agreement between the parties or from any policy of the Board of Education. The recommendations of the arbitrator shall be advisory on board policy that affects terms and conditions of employment, ARTICLE XIII, and ARTICLE XIV; and binding on issues regarding this Agreement.

ARTICLE V

TEACHER EMPLOYMENT

- I. Change October 15 to October 1; April 1 to April 30;
April 10 to May 10.
- II. The hours of respective professional personnel shall be determined by the Board of Education. The length of the single session school day shall not be increased above the 1974-1975 level without prior negotiations with the North Plainfield Education Association.

ARTICLE VI

TEACHER ASSIGNMENT AND EVALUATION

- I. No change
- II. Staff Evaluation
 - A. No change
 - B. A non-tenure member shall be evaluated in writing a minimum of three times during the period from April 1 to the following February 15. Two of the three written evaluations each must be supported by a minimum of two observations as per statute.

ARTICLE VII

NON-TEACHING DUTIES

It is agreed that:

1. Teachers, as a matter of general practice, shall not be required to perform the following duties unless the best interests and safety of their students are in jeopardy.
 - a.) Collect money from students
 - b.) Deliver books to classrooms
 - c.) Use teacher's lunchtime for student supervision.
2. transferred to ARTICLE XXII, Sec. F
3. Becomes Section 2.

ARTICLE VIII - DELETE

ARTICLE XII

SABBATICAL LEAVE

I. Sabbatical Leave Regulations

- A. Eligibility - A certificated full-time employee completing seven (7) or more years of continuous satisfactory service in North Plainfield Public Schools may, upon recommendation of the Superintendent, be granted a leave of absence for one (1) or two (2) semesters for:
1. Study on a full-time basis
 2. Travel on a full-time basis
 3. Any other reason that the Board and the Superintendent shall approve.

The employee shall not be granted subsequent sabbatical leave until that person has re-established eligibility by serving another seven (7) years of continuous satisfactory service.

ARTICLE XIV

INSTRUCTIONAL COUNCIL

- VIII. The Board of Education and the Association shall study and consider all written recommendations submitted by the Council for action, and the Board shall reply in writing within twenty (20) school days, its decision on such recommendations.

ARTICLE XVII

EDUCATIONAL IMPROVEMENT

The Board agrees to pay:

- A. No change
- B. The Board agrees to pay seventy-five (75%) percent of the cost per credit hour of New Jersey colleges and university of graduate courses approved by Superintendent up to 18 semester hours per year. Reimbursement shall be on courses related to teacher's present assignment.

ARTICLE XIX

SALARIES

IV. Schedule II of the Salary Policy --

A. No change

B. No change

C. The salary schedule for each of the following ten (10) month positions shall be obtained by multiplying the appropriate salary in Schedule I by the ratio shown opposite the respective titles listed below:

	Ratio
School Psychologist	1.1600
School Social Worker	1.0600

ARTICLE XXII

SUPPLEMENTAL SALARIES

1. Athletic Coaches Pay Scale	1	2	3
Director of Athletics*	\$1,740	\$1,840	\$1,940
<u>Football</u>			
Head Coach	1,565	1,665	1,765
Assistant Coach	915	965	1,015
Equipment Manager	790	840	890
Trainer			
Fall Sports	890	940	990
Winter Sports	890	940	990
<u>Soccer</u>			
Head Coach	840	940	1,040
Assistant Coach	615	665	715
<u>Field Hockey</u>			
Head Coach	840	940	1,040
Assistant Coach	615	665	715
<u>Cross Country</u>			
Head Coach	640	690	740
<u>Basketball (Boys and Girls)</u>			
Head Coach	1,190	1,290	1,390
Assistant Coach	815	865	915
<u>Swimming</u>			
Head Coach	715	765	815
Assistant Coach	565	590	615
<u>Winter Track</u>			
Head Coach	565	615	665
<u>Wrestling</u>			
Head Coach	1,190	1,290	1,390
Assistant Coach	815	865	915
<u>Baseball</u>			
Head Coach	940	1,040	1,140
Assistant Coach	690	740	790
<u>Softball (Girls)</u>			
Head Coach	940	1,040	1,140
Assistant Coach	690	740	790

<u>Track</u>			
Head Coach	940	1,040	1,140
Assistant Coach	690	740	790
<u>Tennis (Boys and Girls)</u>			
Head Coach	815	865	915
Assistant Coach	590	615	640
<u>Golf</u>			
Head Coach	490	515	540

Coaches with no former experience shall begin on step No. 1 of the coaching pay scale. Experienced new coaches shall begin on step No. 2 or step No. 3 of the coaching pay scale with recommendations from the Director of Athletics.

ARTICLE XXII

II. Intramural Pay Scale

A. Supervisor of Intramural Program (elementary only) Salary
\$250.00

B. 2-Hour Rate

<u>Days</u>	<u>Activity</u>	<u>Present</u>	<u>Proposed</u>	<u>Increase</u>
25	Jr. H.S. Wrestling	\$250.00	\$265.00	\$15.00
35	Archery	350.00	370.00	20.00
30	Fall Tennis	300.00	325.00	25.00
45	Jr. H.S. Football	450.00	475.00	25.00
45	Jr. H.S. Baseball	450.00	475.00	25.00
45	Jr. H.S. Track	450.00	475.00	25.00
60	Modern Dance	600.00	630.00	30.00

C. 1½ - Hour Rate

23	Bowling	175.00	185.00	10.00
27	Floor Hockey	200.00	210.00	10.00
27	Gymnastics	200.00	210.00	10.00
27	Jr. H.S. Volleyball	200.00	210.00	10.00
23	H.S. Softball	175.00	185.00	10.00
27	H.S. Badminton	200.00	210.00	10.00
23	Spring Tennis	175.00	185.00	10.00
27	Jr. H.S. Girls' Spring Sports	200.00	210.00	10.00
30	H.S. Volleyball	225.00	235.00	10.00
33	H.S. Hockey	250.00	265.00	15.00
33	Jr. H.S. Basketball & Badminton	250.00	265.00	15.00
40	Jr. H.S. Basketball	300.00	325.00	25.00
33	Jr. H.S. Hockey & Soccer	250.00	275.00	25.00
30	H.S. Basketball - Girls'	225.00	235.00	10.00
50	H.S. Basketball - Boys'	375.00	405.00	30.00
23	Weight Training (Fall)	175.00	185.00	10.00
40	Weight Training (Spring)	300.00	320.00	20.00
23	Coed Recreation	175.00	185.00	10.00

D. 1¼ - Hour Rate

160	Elementary (3 seasons)	1,000.00	1,050.00	50.00
-----	------------------------	----------	----------	-------

E. If there are any deviations in hours required for an activity, the salary for that activity shall be pro-rated according to the number of hours actually worked.

F. Any teacher required to supervise an afternoon dance, bazaar, a basketball game, a wrestling meet, a baseball game or a soccer game shall be paid at the rate of \$8.25 per event. All evening and Saturday events shall be paid at the rate of \$5.25 per hour.

III. Extra-Curricular Activity Pay Scale

<u>Activity</u>	<u>Present</u>	<u>Proposed</u>	<u>Increase</u>
Cheerleading	\$600.00	\$630.00	\$30.00
Dramatics	550.00	580.00	30.00
Tunlaw Sr.	450.00	475.00	25.00
Yearbook	450.00	475.00	25.00
Debate Club	450.00	475.00	25.00
Pom-Pon	225.00	235.00	10.00
Color Guard	225.00	235.00	10.00
Majorettes	225.00	235.00	10.00
Tunlaw Jr.	225.00	235.00	10.00
Future Homemakers	150.00	160.00	10.00
Future Teachers	150.00	160.00	10.00

Total Increased Cost - \$910.00

IV. Other Supplemental Salaries

Paragraph 1 and 2 - No change.

The Board of Education also agrees to pay the following supplemental salaries at the sums indicated:

Supervisor of Elementary Instruction	\$1,325.00
Learning Consultant	1,100.00
* Teacher of Perceptually Handicapped	300.00
* Reading Specialist	300.00
* Teacher of the Educable Classes	150.00
* Teacher of the Trainable Class	150.00
* Speech Specialist	150.00
Head Librarian at the High School	300.00

* First year of phase-out. Delete title effective July 1, 1977.

V. No change.

ARTICLE XXIII

MISCELLANEOUS PROVISIONS

To be included:

VII. The Association agrees to respond in writing to correspondence from the Board of Education within twenty (20) school days.

ARTICLE XXIV

DURATION OF THE AGREEMENT

This Agreement shall become effective July 1, 1976, and continue in effect until June 30, 1979, except for the following Articles which are in effect from July 1, 1976 until June 30, 1977:

ARTICLE XII
ARTICLE XVII, Section II, B.
ARTICLE XVIII
ARTICLE XIX
ARTICLE XX
ARTICLE XXII

Negotiations shall commence no later than October 1 of each year for each successor agreement.

Paragraph 3 and 4 - No change.

1976-1977 PROPOSED SALARY GUIDE FOR TEACHERS

NORTH PLAINFIELD PUBLIC SCHOOLS
North Plainfield, New Jersey

<u>Years of accredited experience</u>	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's degree six-year Level</u>	<u>Doctor's Level</u>
0	\$ 9,600	\$10,400	\$11,250	\$12,000
1	9,886	10,736	11,587	12,331
2	10,332	11,159	12,052	12,805
3	10,796	11,665	12,602	13,394
4	11,259	12,170	13,151	13,983
5	11,723	12,676	13,703	14,572
6	12,185	13,183	14,253	15,161
7	12,649	13,688	14,804	15,750
8	13,112	14,194	15,354	16,339
9	13,576	14,700	15,904	16,928
10	14,038	15,206	16,455	17,517
11	14,503	15,712	17,005	18,106
12	14,965	16,217	17,555	18,695
13	15,428	16,723	18,106	19,285
14	15,891	17,230	18,656	19,874
15	16,355	17,735	19,206	20,463
	16,818	18,241	19,757	21,052
	17,281	18,747	20,308	21,641