

# **AGREEMENT**

**BETWEEN**

**Board of Education  
of Hamilton Township**

**AND**

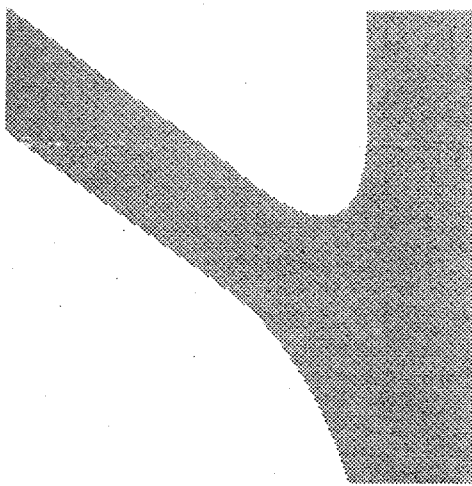
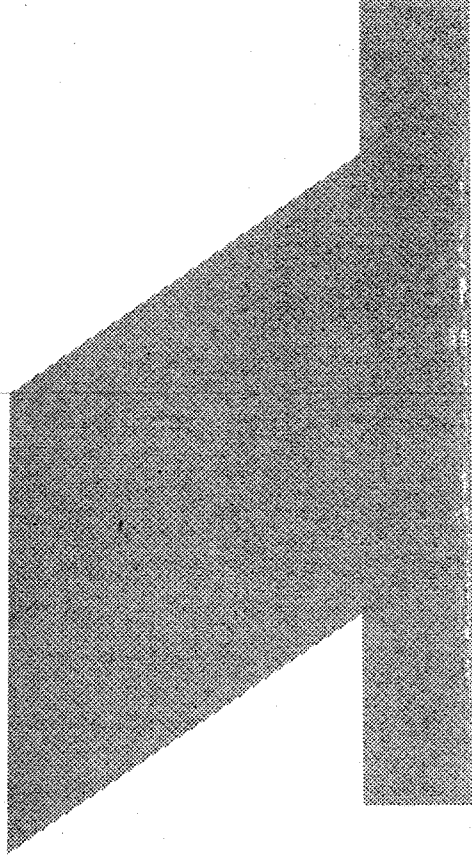
**Hamilton Township  
Education Association**

**Effective Date:**

**JULY 1, 1974 through JUNE 30, 1977**

**Agreement Date:**

**MARCH 5, 1974**





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*Director of Personnel*

## **Consultant**

JAMES A. MORAN  
*Educational Labor Relations Specialist*  
Metzler Associates

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## **PREAMBLE**

This Agreement entered into this 1st day of July, 1974, by and between the Board of Education of Hamilton Township in the County of Mercer, New Jersey, hereinafter called the "Board," and the Hamilton Township Education Association, hereinafter called the "Association."

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 Board President at  
2069 Greenwood Avenue  
Trenton, New Jersey 08609
2. If by Board, to Association President at  
an address registered with  
the Superintendent of Schools

## **Article 1**

### **RECOGNITION**

1:1 The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for all certificated full-time classroom teachers under contract, employed by the Board, including:

Resource Specialists - Elementary

Art

Music - Instrumental

Music - Vocal

Physical Education - Boys

Physical Education - Girls

Consultants

Librarians

Teacher Unassigned

Speech Correctionists

Nurses

Coaches

Extra-Duty Pay Personnel

Home Instruction Teachers

Teachers of Special Classes

Reading Specialists



Guidance Counselors  
Half-time Kindergarten Teachers  
Social Workers  
Department Head, Senior High School

1:2 The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in Paragraph 1:1 of Article 1 of this Agreement with any organization other than the Association for the duration of this Agreement.

1:3 Unless otherwise indicated, the term "teacher" when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as above defined, and reference to employees shall be deemed to include both the male and the female, except when the context clearly limits the intent to one sex, and words used in the singular shall include words in the plural as the text so requires.

## **Article 2**

### **NEGOTIATION PROCEDURE**

2:1 The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 303, Public Laws of New Jersey, 1968, in good-faith efforts to reach an agreement on matters concerning the terms and conditions of teachers' employment. The Association shall submit its proposals for negotiations on or before October 15 of the calendar year preceding the calendar year in which this Agreement expires and the Association shall be notified by the Board in writing at least one week in advance of the date of the first negotiation session. Such negotiations shall begin not later than November 1 of the school year in which this Agreement expires.

2:2 During negotiation, the Board and the Association shall exchange points of view and make proposals and counterproposals. The Board shall make available to the Association, upon request, all information of the Hamilton Township School District that is in the public domain, provided such request shall be at no expense to the Board of Education.

2:3 Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

2:4 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 3

### GRIEVANCE PROCEDURE

#### 3:1 DEFINITION

3:1.1 A "grievance" is a claim by a teacher that he has suffered a loss or injury as a result of misinterpretation, misapplication, or violation of this Agreement, policies, or administrative decisions.

As used in this Article, the term "teacher" shall mean (a) an individual teacher, (b) a group of teachers having the same grievance, (c) the Association.

3:1.2 A grievance to be considered under this procedure must be initiated by the teacher or group of teachers within twenty-five (25) calendar days from the time the action is taken or when the act is known or should have been known.

3:1.3 An aggrieved person is the person or persons making the claim.

#### 3:2 PROCEDURE

3:2.1 Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved to proceed to the next step.

3:2.2 Failure at any step of the 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.

3:2.3 Any teacher who decides either alone or with the assistance of the Association that he has a grievance shall discuss it with his immediate superior in an attempt to resolve the matter informally at that level. If as a result of the discussion, the matter is not resolved to the satisfaction of the teacher within seven (7) calendar days of such discussion, the teacher shall set forth his grievance in writing to his principal or other immediate superior, specifying:

- a. The nature of the grievance and date occurred.
- b. The results of the previous discussions.
- c. His dissatisfaction with decisions previously rendered.
- d. Relief sought.

The principal or immediate superior shall communicate his decision, to the aggrieved and his representative, in writing within seven (7) calendar days of receipt of the written grievance.

3:2.4 The teacher, no later than seven (7) calendar days after receipt of the principal's decision, may appeal the principal's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing, reciting the matter submitted to the principal as specified above and the teacher's dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed forty-five (45) calendar days, the Superintendent shall communicate his decision in writing to the teacher, the principal, and the Association. If the grievant or Association requests a meeting at the Superintendent's level, the Superintendent or his representatives shall conduct a meeting concerning the grievance and render a decision within the time limits set forth herein.

3:2.5 If the teacher and/or Association are dissatisfied with the decision of the Superintendent and only if the grievance pertains to a violation of this Agreement between the Board and the Association and review by an arbitrator is desired, the Association shall notify the Superintendent by certified mail or receipted delivery no later than fifteen (15) calendar days after the receipt of his decision.

Additionally, a grievance may not be submitted to arbitration which pertains to:

- a. A grievance of a non-tenure teacher which arises by reason of his not being re-employed, or appointment to or lack of appointment to, retention in or lack of retention in any position for which tenure is either not possible or not required.
- b. No grievance shall be taken to arbitration that impinges upon the right of the Board of Education to appoint, promote, assign, and involuntarily transfer.
- c. Any matter for which a method of review is provided for by law or any regulation of the State Board of Education, or the Commissioner of Education, or any matter which according to law is beyond the scope of the Board's authority or limited by law to Board authority alone.

3:2.6 A teacher, in order to process his grievance to arbitration, must have his request for such action accompanied by the written recommendation for such action by the Association, which shall represent or

approve the representative of said grievant at the arbitration level.

3:3 The following procedure will be used to secure the services of an arbitrator:

3:3.1 A request by the Association will be made to the American Arbitration Association (A.A.A.) or to the Public Employment Relations Commission (P.E.R.C.) to submit a roster of persons qualified to function as an arbitrator in the dispute in question.

3:3.2 If the parties, within seven (7) calendar days, are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the American Arbitration Association to submit a second roster of names.

3:3.3 If the parties are unable to determine within seven (7) calendar days of receipt of the second list, a mutually satisfactory arbitrator, the American Arbitration Association may be requested by letter by either party to designate an arbitrator.

3:3.4 The arbitrator so selected shall confer with the representatives of the Board and the Association, shall hold hearings promptly, and shall issue his decision not later than thirty (30) calendar days from the date of the close of hearings.

3:3.5 The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from the agreement between the parties.

3:3.6 The recommendations of the arbitrator shall be binding. His decision shall be in writing but he shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this agreement.

3:3.7 The parties shall be responsible for all costs incurred by each and only the fee and expense of the arbitrator shall be shared by each party paying one-half.

3:3.8 If a court stenographer is requested by either party, the cost will be borne by the party requesting the stenographer. However, should the party not requesting the stenographer later request transcripts pertaining to the proceeding, they will then bear the proportionate share of the original cost. Parties requesting transcripts of the proceeding shall bear the cost of said transcripts.

### 3:4 GENERAL REGULATIONS

3:4.1 All appeals taken past the immediate superior of the aggrieved party must be stated in writing.

3:4.2 All time limits stated within this procedure must be strictly adhered to unless an extension is mutually agreed upon in writing by both parties.

3:4.3 Staff members presenting an appeal or assisting in the presentation of an appeal are assured that no reprisals shall result because of their normal and proper participation.

3:4.4 The aggrieved party and his representatives shall have the right to be present at all hearings conducted at any step of the grievance procedure.

3:4.5 The right of a staff member to attempt to resolve a grievance directly through normal administrative procedure is not to be abridged in any way.

3:4.6 There will be no suspension of a grievance procedure when schools are not in session except by mutual consent of the parties.

3:4.7 The aggrieved shall have the right to present his own appeal or designate representatives of the Association to appeal with him or for him at any step in his appeal through the level of Superintendent. If the aggrieved does not designate a representative, the Association shall be notified that a grievance is in process and shall have the right to be represented at all hearings pertaining to the grievance.

3:4.8 In the event that a grievance results from an action of a school official higher than the rank of principal, the grievant may set forth his grievance in writing to that official, specifying:

- a. The nature of the grievance and date occurred.
- b. The results of the previous discussions.
- c. His dissatisfaction with decisions previously rendered.
- d. Relief sought.

The official to whom the grievance is submitted shall render his decision to the teacher in writing within seven (7) calendar days of receipt of the written grievance, unless said official is the Superintendent of Schools; in which event, the 45-day answering period set forth in the Superintendent's level shall apply. Grievances filed at the advanced level based on an action of the Board of Education shall be initiated and handled at the level of the Superintendent, if applicable.

## **Article 4**

### **RIGHTS OF THE PARTIES**

4:1 The management of the Hamilton Township Board of Education and the direction of its employees, including the right to hire, suspend, discharge for just cause, promote, demote, transfer employees, for just and legitimate reasons, are recognized to be in the Board of Education except as otherwise provided in this Agreement. However, nothing contained herein shall be construed to deny or restrict to any teacher or the Board such rights as each may have under New Jersey School Laws or other applicable laws and regulations.

4:2 There shall be no discrimination, interference, restraint or coercion by the Board of Education or any of its representatives against members of the Association because of their membership. No teacher shall be prevented from wearing pins or other identification of membership in the Association or its affiliates. Representatives of the Association and its parent organization shall be permitted to transact reasonable official Association business on school property, provided that this shall not interfere with or interrupt normal school operations.

4:3 The Association shall have the right to use of the school mailboxes and the inter-school mail facilities. A courtesy copy shall be placed in the Superintendent's and Principal's mailbox. The responsibility for the contents of communications rests wholly with the author. The Association agrees to hold the Board harmless in the event of claims arising out of the distribution of Association material. In the posting of the Association materials and the use of mailboxes, all such material will be published on official Association stationery and dated. Such material shall be presumed to be authorized by the President and Executive Board of the Association.

4:4 The Association shall have the right to use school facilities and equipment after school hours with prior approval of the building principal. The Association shall supply all materials and supplies and pay for the reasonable cost of any repairs necessitated as a result thereof.

4:5 The teachers shall maintain the right and responsibility to determine grades of students within the grading policies of the Hamilton Township School

District. No grade shall be changed without prior consultation of the teacher involved, provided the teacher is available. If the teacher is not available, every reasonable effort shall be made to contact said teacher.

4:6 Whenever any teacher is required to appear before the Board or committee thereof, concerning any matter which could adversely affect the continuation of that teacher in his office, position, or employment, or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons of such a meeting or interview and shall be entitled to have a representative of his choosing present to advise him and represent him during such a meeting or interview.

4:7 The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the teachers, and to no other teacher organizations.

4:8 Any question or criticism by a supervisor or administrator of a teacher and his instructional methodology shall be performed with all due professional courtesy.

4:9 *Information:* The Board agrees to make available to the Association, in response to reasonable requests from time-to-time, all available information concerning the educational program and the financial resources of the district that are a matter of public record. The Board shall make such information available within a reasonable amount of time following such request.

4:10 *Bulletin Boards:* The Association shall have, in each school building, the partial use of a bulletin board in each faculty lounge. The Association shall also be assigned adequate space on the bulletin board in the school building office for Association notices provided copies are presented in advance for posting to the appropriate administrator. All such material will be published on official Association stationery and shall be presumed to be authorized by the President and Executive Board of the Association and dated.

4:11 Pursuant to Chapter 303, Public Laws 1968, the Board hereby agrees that every teacher of the Board shall have the right freely to organize, join, and/or support the Association for the purpose of engaging in collective negotiations. As a duly selected body exer-

cising governmental power under the laws of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Chapter 303, Public Laws 1968, that it shall not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association, collective negotiations with the Board, or his institution of any grievance, complaint, or proceeding under this agreement.

4:12 No teacher shall be disciplined without just cause.

4:13 *Released Time for Meetings:* Whenever, by mutual consent of the parties, any representative of the Association or any teacher participates during working hours in negotiations, grievance proceedings, conferences, or meetings, he shall suffer no loss in pay.

4:14 Pursuant to Chapter 303, proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the majority representative before they are established.

4:15 Pursuant to Chapter 303, nothing herein shall be construed to prevent any official from meeting with an employee organization for the purpose of hearing the views and requests of its members in such unit so long as (a) the majority representative is informed of the meeting; (b) any changes or modifications in terms and conditions of employment are made only through negotiation with the majority representative; and (c) a minority organization shall not present or process grievances.

## **Article 5**

### **SCHOOL YEAR**

5:1 The Superintendent will consult with representatives of the Association before recommending the school calendar for the next school year. Final determination of the school calendar will rest with the Board.

5:2 The in-school work year for teachers employed on a ten-month basis, other than new personnel, who may be required to attend additional orientation days, shall not exceed one hundred eighty-four (184) days.



## **Article 6**

### **TEACHING HOURS AND TEACHING LOAD**

6:1 As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities, but they shall not be required to "clock in or clock out." Teachers shall indicate their presence for duty by placing a check mark in the appropriate column of the faculty "sign-in roster."

6:1.1 As a professional, a teacher is expected to devote to his work the time necessary to accomplish the task at hand. The Association agrees that a teachers' day is not necessarily coterminous with that of a pupil's; however, it shall be no less than that which is established for the pupils. The school day for teachers shall not exceed seven (7) hours and twenty (20) minutes consecutively for junior and senior high school teachers and seven (7) hours and five (5) minutes for elementary school teachers, except where as a part of their professional responsibility, teachers are required to attend department and other professional staff meetings designed to provide meaningful professional growth, aid students, or confer with parents and staff members. Over and above the normal monthly professional meeting, the administration shall strive to limit the number of additional meetings.

6:2 Teachers shall normally have a daily duty-free lunch period. If this period is less than thirty (30) minutes, then it must be at least equal to the students' lunch period.

6:3 Each junior and senior high school teacher shall have one preparation period per day, unless mutually acceptable alternative arrangements are made between the teacher and building principal. The principal may reasonably require an elementary teacher to be in his classroom with a specialist. If not required to be in a classroom with a specialist, this time shall be considered a preparation period.

6:4 Teachers may leave the building during normal working hours only with the knowledge and approval of the principal or his designated representative. Teachers can leave if they have a duty-free lunch period and if they sign out and in.

6:5 A maximum of five (5) evening duty assignments per professional staff member may be required

in any school year as per Board policy entitled "Policy on Professional Staff Attendance at Evening Performances." A sixth meeting may be added in the event of emergency.

6:6 The practice of using a regular teacher as a substitute shall be kept to a minimum based on essential needs. Coverage shall be arranged by the principal of the school in question and shall be distributed as equitably as possible among the teachers available.

6:7 Teachers will not be obligated to perform nursing functions except on an emergency basis.

## **Article 7**

### **CLASS SIZE**

7:1 It is recognized by the Board that pupil-teacher ratio is an important aspect of an effective educational program. The Board agrees to continue its effort to keep class sizes at an acceptable number as dictated by the financial condition of the district, the building facilities available, the availability of qualified teachers, and the best interests of the district as deemed administratively feasible.

7:2 The Board recognizes the class size recommendations of the State Department of Education and shall take them into consideration in planning.

7:3 The Board agrees to limit, subject to Paragraph 7:1 above, secondary shop classes to twenty-four (24) students and physical education classes to forty (40) students.

## **Article 8**

### **NON-TEACHING DUTIES**

8:1 The Board and Association acknowledge that a teacher's primary responsibility is to teach, and except for non-teaching duties normal to the school district, the teacher's energies should be utilized to this end.

8:2 Teachers shall not be required to drive students to activities which take place away from the school building. However, with advanced written approval of his principal, the teacher may drive students to their activities and be compensated at the rate of

twelve cents (12¢) per mile for the use of his own automobile.

8:3 Teachers shall not be required to correct standardized tests administered to a large group given district-wide, such as I. Q., Achievement, and other similar tests, where machine scoring can be used.

## **Article 9**

### **SALARIES**

9:1 The salaries of all teachers covered by this Agreement are set forth on pages 32-34 which is attached hereto and made a part hereof.

9:1.1 Teachers shall be paid every other Friday. Payments shall be as equal as possible.

9:2 Teachers may individually elect to have ten (10%) per cent of their monthly salary deducted from their pay. These funds shall be paid to the teacher or his estate in two (2) equal installments on the fifteenth (15th) of July and on the fifteenth (15th) of August.

9:2.1 When a payday falls on or during a school holiday, teachers shall receive their pay checks on the last previous working day.

9:3 The salaries of all coaches covered by this Agreement are set forth on pages 26-28 which is attached hereto and made a part hereof.

9:4 The salaries of all Extra-Duty Personnel are set forth on pages 29-31 which is attached hereto and made a part hereof.

## **Article 10**

### **PROMOTIONS**

10:1 Opportunity will be given to any teacher meeting qualifications as prescribed to apply for and receive fair consideration for administrative and supervisory positions which may become open. Such positions shall include those in the administrative and supervisory field for which there is a designated salary schedule and such other positions carrying an administrative or supervisory responsibility for which there is a salary differential above that of a teacher.

10:2 Notice of any administrative or supervisory

opening as previously defined will be publicized within the school system, not less than two weeks before the deadline for application. Applications in writing will be accepted from within and without the school system. The notice will include such information as the position to be open, certification requirement, the date that the certification must be in effect, required qualifications, desirable qualifications, salary and salary range, and the deadline date for applications. Applications will be acknowledged.

10:3 Final decision on administrative and supervisory positions shall be the prerogative of the Board of Education. There shall be no abridgment of the right to fill vacancies on a temporary basis when warranted by particular circumstances. While every effort will be made to comply with the procedure as outlined, flexibility may be needed in unusual circumstances for the proper operation of the school system.

10:4 If an opening occurs during the summer recess, a letter of notification of vacancies shall be sent to the Association president, and the Association shall be responsible for notifying staff during the summer months.

10:5 All candidates from within the district who meet the basic requirements for the position shall be granted an interview by the Superintendent or his designee. Such interview need not be granted, however, if the candidate has been granted an interview for any other administrative or supervisory vacancy or opening within the preceding twelve (12) months.

## **Article 11**

### **SICK LEAVE**

11:1 All teachers employed 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.

11:2 Non-accumulative additional sick leave benefits shall be twenty (20) days less full substitute teacher's pay.

11:3 Absence for illness in excess of three (3) consecutive days shall be substantiated with a doctor's statement.

## Article 12

### TEMPORARY LEAVES OF ABSENCE

12:1 Teachers shall be entitled to the following temporary non-accumulative leaves of absence with full pay each school year. These leaves of absence shall be limited to three (3) days.

12:2 *Personal Reasons:* Payroll provisions, three (3) school days, full pay.

Except for 12:2.1 and 12:2.2 listed below, one (1) week prior approval of the Superintendent of Schools is required. Moreover, emergency cases could naturally be handled by telephone approval.

12:2.1 Illness in immediate family. Immediate family shall be interpreted to mean father, mother, husband, wife, brother, sister, child, and those related by blood or marriage permanently residing within the household of the employee.

12:2.2 To attend funeral for other than members of the immediate family. Other than immediate family: specifically, grandparents, uncles, and aunts, or as a designated pall bearer.

12:2.3 Marriage within the school year.

12:2.4 Court subpoena, except where he is a party to suit.

12:2.5 Religious holidays, where working would be a direct violation of the individual's religious convictions.

12:2.6 Other reasons. (Valid business transactions, college graduations, etc., or extremely personal beyond discussion.) One (1) personal day, the reason extremely personal beyond discussion, shall be granted with no explanation required. Explanation will be required for personal leave if requested immediately before or immediately after a holiday, vacation, or long weekend.

12:2.7 *Note:* A total of three (3) days allowed in any school year for any one of the above reasons, or for any combination of reasons — but only a total of three (3) days will be with full pay. After three (3) days under Personal Reasons, no pay, except for 12:2.1 above. Illness in immediate family: seven (7) additional days, upon approval of the Superintendent of Schools, full pay, less substitute pay.

12:3 Death in Immediate Family, including immediate in-laws. (Immediate family shall be inter-

preted to mean father, mother, husband, wife, brother, sister, child, and those related by blood or marriage permanently residing within the household of the employee.) Payroll Provisions, five (5) school days, full pay in any school year.

12:4 Absences not covered by regulations. Payroll Provisions, no allowance — full pay deduction — prior (one (1) week) approval of Superintendent of Schools required for all contractual employees.

12:4.1 *Note:* Any emergency or other urgent reason beyond the provisions of the above Personal Leave Policy would necessitate the approval of the Superintendent of Schools and the Board of Education before additional days could be granted. (A court summons, necessitating a staff member to be in court through no fault of his own, would be an example of an extra day beyond the three (3) which may be approved for full pay.)

## **Article 13**

### **INSURANCE PROTECTION**

13:1 The Board of Education agrees that for the 1974-1977 school years they will provide individual health-care insurance coverage through the New Jersey Public and School Employees Health Benefits Program which shall include: a) Blue Cross; b) Blue Shield; c) Rider J; and d) Major-Medical.

13:2 The Board shall provide for continuances of health-care insurance after retirement on the terms detailed in the master policies and contracts agreed upon by the Board and the Association. The retirees shall be responsible for all premium costs involved.

13:3 The Board shall give written notification at the time of hiring all employees new to the district that the responsibility for insurance coverage during the interim period rests with the employee.

13:4 All new employees and other employees requesting same shall be given a description of the health-care insurance coverage provided under this Article contingent upon the availability of such documents from the carrier.

13:5 The Board agrees to provide, at no cost to the teacher, chest X-rays required of the teachers to maintain their employment, provided said teacher

avails himself of the program provided by the Board.

13:6 With the start of the 1974-1975 school year, teachers qualifying for the Family Plan will have 100% of the cost (at the rate as of January 1, 1974) paid by the Hamilton Township Board of Education.

## **Article 14**

### **DEDUCTION FROM SALARY**

14:1. The Board agrees to deduct from the salaries of its teachers dues for the Unified Association Membership. Such deductions shall be made in compliance with Chapter 233, Public Laws of 1969 (N.J.S.A. 52:14-15.9e) and under rules established by the State Department of Education. Said monies, together with records of any corrections, shall be transmitted to the Treasurer of the Hamilton Township Education Association by the 15th of each month following the monthly pay period in which deductions were made. Teacher authorizations shall be indicated on a form provided by the United Teaching Profession.

14:2 The Unified Association shall certify to the Board, in writing, the current rate of its membership dues.

## **Article 15**

### **TEACHER EVALUATION**

15:1 All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.

15:1.1 A teacher shall be given a copy of any class visit evaluation report prepared by an administrator or supervisor. No such report shall be submitted to the central office, placed in the teacher's file, or otherwise acted upon without prior conference with the teacher. The teacher's signature on an evaluation report shall indicate that he has read it.

15:2 Non-tenure teachers shall be evaluated at least four (4) times in each school year, to be followed by written evaluation reports and by conferences between the teacher and the evaluator for the purpose of improving instruction. Such evaluations shall take place on separate days.

15:2.1 The teacher shall have the right to reply to the evaluation in writing and should have the same attached to the evaluation file copy.

15:3 No material derogatory to a teacher's conduct, service, character or personality shall be placed in his personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and his answer shall be reviewed by the Superintendent or his designee and attached to the file copy.

15:4 Should a teacher refuse to sign material referred to in this Article, the principal shall invite the President of the Hamilton Township Education Association or his designee to witness the fact and the opportunity to affix his signature acknowledging that the opportunity was presented; and said President or his designee shall sign to indicate his knowledge of the circumstances.

15:5 Any written material contained in a teacher's personnel file which a teacher has not had an opportunity to review, rebut, and sign shall not be used in any proceeding against that teacher.

15:6 A teacher, upon request, shall have the right to review the contents of his personnel file, except for matters deemed confidential such as personal references, academic credentials and other similar documents.

## **Article 16**

### **TEACHER-ADMINISTRATION LIAISON**

16:1 The Superintendent and/or representatives at the central staff level agree to meet with representatives of the Association to amicably review and discuss current school problems and practices.

16:2 Meetings shall be held after school five (5) times per year, if needed; the dates of which shall be mutually agreed upon.

16:3 Size of the committee shall be a workable number, not to exceed fourteen (14) teachers at any



given meeting. The Association shall select its own representatives. An agenda shall be presented by the Association to the Superintendent at least one (1) week prior to the scheduled meeting, with the understanding that a portion of the meeting may be devoted to matters for discussion initiated from the Superintendent's Office, with the agenda for the same being presented to the Association one (1) week prior to the meeting.

16:4 The Board recognizes the need for communication at all levels and encourages the implementation of this Article through scheduled meetings of administration and teachers at the elementary and secondary levels.

16:5 The principal and Association shall select a liaison committee for each school building which shall meet with the principal at mutually agreed times, but not less than four (4) times a year to amicably review and discuss local school problems and practices. Said committee shall consist of not more than one (1) member for every ten (10) teachers in the school building, but shall in no event have less than two (2) members. At least half of the members of the liaison committee shall be Association members and shall be selected by the Association.

## **Article 17**

### **SABBATICAL LEAVES**

17:1 Sabbatical leave of absence to be spent in study for the full year at one-half (1/2) pay may be granted upon recommendation of the Superintendent and approval of the Board.

17:2 Requests shall be considered from teachers who have completed seven (7) years' continuous service in the Hamilton Township Schools.

17:3 Requests shall be made to the Superintendent on the proper form and shall delineate the plan of study.

17:4 Teachers granted a sabbatical leave of absence shall receive experience credit on the salary guide.

17:5 Sabbatical leaves of absence are subject to the following provisions:

17:5.1 Any teacher granted a sabbatical leave of

absence must agree in writing to continue working in the system for at least two (2) school years following the sabbatical leave. Upon being granted a sabbatical leave, a teacher will sign a promissory note in the principal amount of one-half (1/2) his regular salary. The promissory note shall be voided upon the fulfillment of the terms of this paragraph.

17:5.2 Requests for sabbatical leave must be made before January 1 of the year in which the leave is to take place.

17:5.3 Sabbatical leaves of absence shall begin September 1 and terminate June 30.

17:5.4 The total number of teachers granted sabbatical leave during one (1) academic year may not exceed four (4) members of the professional staff.

17:5.5 A final report shall be made to include a summary of the experiences and conclusions relevant to possible improvement of the Hamilton Township School District.

17:5.6 The Administration shall notify applicants by April 1 of either approval or disapproval.

## **Article 18**

### **PROTECTION OF TEACHERS AND PROPERTY**

18:1 The Board of Education and the Hamilton Township Education Association recognize their responsibilities as defined in the following State Statutes: 18A:16-6; 18A:16-6.1; 18A:6-1; 18A:25-2; 18A:30-2.1.

18:2 The Board shall reimburse teachers for the reasonable cost of any clothing or other personal property damaged or destroyed on the person of the teacher as a result of an assault suffered by the teacher while the teacher was acting in the discharge of his duties.

18:3 Teachers shall immediately report cases of assault suffered by them in connection with their employment to their principal or his designated representative.

18:4 Teachers who believe that they are working under unsafe or hazardous conditions or performing tasks which endanger their health, safety, or well-being, may institute a grievance. However, said grie-

vance shall terminate at the level of Superintendent and shall not be subject to the arbitration provisions set forth in Article 3. Further appeal of concerns relative to this paragraph shall be through the Commissioner of Education or other applicable regulatory agencies.

## **Article 19**

### **ASSIGNMENTS, VOLUNTARY TRANSFERS, AND REASSIGNMENTS**

19:1 Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent not later than April 15. Such statement shall include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which he desires to be transferred, in order of preference.

19:2 The best interests of the school system, the instructional requirements and the wishes of the individual teacher shall be considered in the determination of requests for voluntary re-assignment and/or transfer.

19:3 Schedule of teachers who are assigned to more than one (1) school shall be arranged so that no such teacher shall be required to engage in an unreasonable amount of inter-school travel. Such teachers shall be notified of any changes in their schedules as soon as practicable.

19:4 Teachers who may be required to use their own automobiles in the performance of their duties and teachers who are assigned to more than one (1) school per day shall be reimbursed for all such travel at the rate of twelve (12¢) cents per mile, unless other alternative mutually agreeable arrangements are made with the administration; such arrangements shall be subject to full knowledge and consent of the majority representative.

19:5 All teachers shall be given written notice of their class and/or subject assignments, building assignments and room assignments for the forthcoming year not later than June 1 when administratively feasible.

19:5.1 In the event that changes in such schedules, class and/or subject assignments are proposed after

June 1, any teacher affected shall be notified promptly in writing.

## **Article 20**

### **TEACHER FACILITIES**

20:1 The Board shall continue its efforts to keep the schools reasonably and properly equipped and maintained. The Board shall give serious consideration to the Association's requests for improvement in both working areas and the furnishing of equipment and supplies.

## **Article 21**

### **NURSES**

21:1 While performing duties for the Hamilton Township Board of Education, the nurses are protected up to a limit of:

- a. \$100,000 for each person, and
- b. With a limitation of \$300,000 for each accident.
- c. Property damage and personal liability is covered for \$100,000 each.
- d. Medical expenses are covered up to \$1,000 for each person with a limitation of \$10,000 for each accident.

## **Article 22**

### **MATERNITY LEAVE**

22:1 No tenured or non-tenured teacher shall be removed from her teaching duties during her pregnancy except on one (1) of the following basis:

22:1.1 The Board of Education has found that her teaching performance has noticeably declined.

22:1.2 If the basis is for physical condition or capacity,

- a. The pregnant teacher cannot produce a certification from her physician that she is medically able to continue teaching, or
- b. The Board of Education's physician and the

teacher's physician agree that she cannot continue teaching, provided however that if there is a difference of medical opinion between the Board's physician and the teacher's physician, then the two physicians shall agree in good faith on a third impartial physician who shall examine the teacher and whose medical opinion shall be conclusive and binding on the issue of medical capacity to continue teaching.

c. Any other just cause.

22:2 All tenured or non-tenured pregnant teachers may apply to the Board for a leave of absence without pay and shall be granted that leave at any time before the expected date of birth and continuing to a specific date after the birth. The date of return shall be further extended for an additional reasonable period of time at the teacher's request for reasons associated with the pregnancy or birth or for other proper cause. However, the Board of Education need not extend the leave of absence of a non-tenured teacher beyond the end of the contract-school year in which that leave is obtained.

22:3 No tenured or non-tenured teacher shall be barred from returning to work after the birth of her child solely on the ground that there has not been a time lapse between that birth and her desired date of return, except as is provided in the preceding paragraph.

22:4 Any tenured or non-tenured teacher seeking a leave of absence for pregnancy shall make application to the Board or its authorized agent at the time she notifies the Superintendent of her pregnancy, which shall be at least sixty (60) days prior to commencement of said leave. Said application shall set forth, in writing, the commencement date of the requested leave of absence and the date which she desires to return from said leave of absence. The Board shall grant such leave of absence with the requested commencement date, and the date of return, which commencement date may be any time prior to birth.

22:5 Any tenured or non-tenured teacher may return to work within the school year in which her leave begins, provided she shall have requested to do so in her application for a leave of absence and shall have specified the month when she desires to return. Any extension or reduction of the date of return within the same school year shall only be allowed at the discretion of the Board. Such extension or reduc-

tion may be granted by the Board for an additional reasonable period of time for reasons associated with the pregnancy or birth or for other proper cause provided that such extension or reduction will not substantially interfere with administration of the school. Any tenure teacher granted a leave of absence with a return date during the same school year who wishes to extend said leave beyond the school year in which it commences shall be permitted to do so if she makes application at least three (3) weeks prior to the expiration date of her leave of absence and subject to the provisions of this Article.

## **Article 23**

### **MISCELLANEOUS PROVISIONS**

23:1 The Board and Association agree that there shall be no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of teachers or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile or marital status.

23:2 *Board Policy:* This Agreement shall be construed as Board policy for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.

23:3 *Separability:* 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 provision or application shall not be decreed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

23:4 *Compliance between Individual Contract and Master Agreement:* 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.

23:5 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.

23:6 The Hamilton Township School Board, on its own behalf and on behalf of the taxpayers of the district hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, and of the United States and other applicable laws and regulations.

23:7 Nothing contained herein shall be considered to deny or restrict, the Board of its rights, responsibilities, and authority under the New Jersey School Laws or any other national, state, county, district, or local laws or regulations.

23:8 Nothing in this Agreement which changes pre-existing Board Policy, rules, or regulations shall operate retroactively unless expressly so stated. The parties agree that teachers shall continue to serve under the direction of the Superintendent of Schools and in accordance with Board and Administrative Policies, Rules and Regulations provided that the provisions of this Agreement shall supersede and prevail over any conflicting provisions.

23:9 *Printing Agreement:* Copies of this Agreement shall be printed and the expense shared by the Board and the Association after agreement with the Association on format within thirty (30) days after the Agreement is signed.

## **Article 24**

### **DURATION OF AGREEMENT**

24:1 This Agreement shall be in effect as of July 1, 1974, and shall continue in effect until June 30, 1977, in part subject to the Association's right to negotiate over a successor agreement as provided in Article 2.

24:2 In witness whereof, the parties hereto have caused this Agreement to be signed by their respective Secretaries, all on the day and year first above written.

**HAMILTON TOWNSHIP  
EDUCATION ASSOCIATION**

by: **WILLIAM F. HYBBENETH, Jr.**  
*President*

Attest:

**LYNN C. BILLINGHAM**  
*Secretary*

**HAMILTON TOWNSHIP  
BOARD OF EDUCATION**

by: **FRED A. SIGAFOOS**  
*President*

Attest:

**DOROTHY S. HOMEIER**  
*Secretary*

**Additional Compensation for  
Specified Positions**

All Extra Duty Pay Personnel, Coaches, Department Chairmen, and Department Consultants shall be appointed on a year to year basis with no tenure in the position nor rights to reappointment.

Department Chairmen shall be paid three (3%) percent of their regular teaching salary and shall be required to work two (2) additional days beyond the regular school calendar. They shall be scheduled with up to five (5) teaching assignments per day.

Department Consultants shall be paid six (6%) percent of their regular teaching salary and shall be required to work four (4) additional days beyond the regular school calendar. They shall forego any daily preparation period in their teaching schedule.

All Special Education Teachers and Speech Therapists currently receiving a \$300 salary stipend will continue to receive this allowance.



## COACHES' SALARY SCHEDULE 1974-75

<i>Position</i>	<i>0 Yrs. Experi- ence</i>	<i>1 Yrs. Experi- ence</i>	<i>2 Yrs. Experi- ence</i>	<i>3 Yrs. Experi- ence</i>
<b>Senior High</b>				
Director of Athletics	1260	1339	1418	1523
<b>FOOTBALL</b>				
Head Coach	1334	1456	1579	1767
Asst. Coach	835	925	1014	1104
<b>SOCCER</b>				
Varsity	983	1105	1226	1347
Jr. Varsity	668	736	802	868
<b>BASKETBALL</b>				
Varsity	1334	1456	1579	1767
Jr. Varsity	835	925	1014	1104
<b>BASEBALL</b>				
Varsity	983	1105	1226	1347
Jr. Varsity	668	736	802	868
<b>TRACK</b>				
Varsity	983	1105	1226	1347
Jr. Varsity	668	736	802	868
<b>WINTER TRACK</b>				
Varsity	668	736	802	868
<b>WRESTLING</b>				
	777	893	1008	1124
<b>CROSS COUNTRY</b>				
Varsity	668	736	802	868
<b>SWIMMING</b>				
Varsity	935	1050	1166	1281
<b>GIRLS' ATHLETICS</b>				
Fall	515	600	684	768
Winter	515	600	684	768
Spring	515	600	684	768
<b>COED</b>				
Intramural Volleyball	299	341	383	425
<b>AFTER SCHOOL SWIMMING</b>				
1st Quarter	299	341	383	425
4th Quarter	299	341	383	425
<b>Junior High</b>				
Director of Athletics	513	639	767	894
<b>FOOTBALL</b>				
	835	925	1014	1104
<b>BASKETBALL</b>				
	835	925	1014	1104
<b>SOCCER</b>				
	668	736	802	868
<b>BASEBALL</b>				
	668	736	802	868
<b>TRACK</b>				
	668	736	802	868
<b>GIRLS' ATHLETICS</b>				
Hockey	299	341	383	425
Basketball	299	341	383	425
Softball	299	341	383	425
<b>COED</b>				
Intramural Volleyball	299	341	383	425

## COACHES' SALARY SCHEDULE 1975-76

<i>Position</i>	<i>0 Yrs. Experi- ence</i>	<i>1 Yrs. Experi- ence</i>	<i>2 Yrs. Experi- ence</i>	<i>3 Yrs. Experi- ence</i>
<b>Senior High</b>				
Director of Athletics	1323	1406	1488	1599
<b>FOOTBALL</b>				
Head Coach	1400	1529	1658	1856
Asst. Coach	876	971	1065	1159
<b>SOCCER</b>				
Varsity	1032	1160	1288	1415
Jr. Varsity	701	773	842	912
<b>BASKETBALL</b>				
Varsity	1400	1529	1658	1856
Jr. Varsity	876	971	1065	1159
<b>BASEBALL</b>				
Varsity	1032	1160	1288	1415
Jr. Varsity	701	773	842	912
<b>TRACK</b>				
Varsity	1032	1160	1288	1414
Jr. Varsity	701	773	842	911
<b>WINTER TRACK</b>				
Varsity	701	773	842	911
<b>WRESTLING</b>				
	816	937	1058	1180
<b>CROSS COUNTRY</b>				
Varsity	701	773	842	911
<b>SWIMMING</b>				
Varsity	981	1103	1224	1345
<b>GIRLS' ATHLETICS</b>				
Fall	540	630	718	808
Winter	540	630	718	808
Spring	540	630	718	808
<b>COED</b>				
Intramural Volleyball	314	358	402	446
<b>AFTER SCHOOL SWIMMING</b>				
1st Quarter	314	358	402	446
4th Quarter	314	358	402	446
<b>Junior High</b>				
Director of Athletics	539	671	805	938
<b>FOOTBALL</b>				
	876	971	1065	1159
<b>BASKETBALL</b>				
	876	971	1065	1159
<b>SOCCER</b>				
	701	773	842	912
<b>BASEBALL</b>				
	701	773	842	912
<b>TRACK</b>				
	701	773	842	912
<b>GIRLS' ATHLETICS</b>				
Hockey	314	358	402	446
Basketball	314	358	402	446
Softball	314	358	402	446
<b>COED</b>				
Intramural Volleyball	314	358	402	446

## COACHES' SALARY SCHEDULE 1976-77

<i>Position</i>	<i>0 Yrs. Experi- ence</i>	<i>1 Yrs. Experi- ence</i>	<i>2 Yrs. Experi- ence</i>	<i>3 Yrs. Experi- ence</i>
<b>Senior High</b>				
Director of Athletics	1389	1476	1563	1679
<b>FOOTBALL</b>				
Head Coach	1470	1606	1741	1948
Asst. Coach	920	1020	1118	1217
<b>SOCCER</b>				
Varsity	1084	1218	1352	1485
Jr. Varsity	736	811	884	957
<b>BASKETBALL</b>				
Varsity	1470	1606	1741	1948
Jr. Varsity	920	1020	1118	1217
<b>BASEBALL</b>				
Varsity	1084	1218	1352	1485
Jr. Varsity	736	812	884	957
<b>TRACK</b>				
Varsity	1084	1218	1352	1485
Assistant	736	811	884	957
<b>WINTER TRACK</b>				
Varsity	736	811	884	957
<b>WRESTLING</b>				
	857	984	1111	1239
<b>CROSS COUNTRY</b>				
Varsity	736	811	884	957
<b>SWIMMING</b>				
Varsity	1030	1158	1285	1412
<b>GIRLS' ATHLETICS</b>				
Fall	567	661	754	846
Winter	567	661	754	846
Spring	567	661	754	846
<b>COED</b>				
Intramural Volleyball	330	376	423	468
<b>AFTER SCHOOL SWIMMING</b>				
1st Quarter	330	376	423	468
4th Quarter	330	376	423	468
<b>Junior High</b>				
Director of Athletics	566	705	845	985
<b>FOOTBALL</b>				
	920	1020	1118	1217
<b>BASKETBALL</b>				
	920	1020	1118	1217
<b>SOCCER</b>				
	736	811	884	957
<b>BASEBALL</b>				
	736	811	884	957
<b>TRACK</b>				
	736	811	884	957
<b>GIRLS' ATHLETICS</b>				
Hockey	330	376	422	468
Basketball	330	376	422	468
Softball	330	376	422	468
<b>COED</b>				
Intramural Volleyball	330	376	422	468

## EXTRA DUTY PAY SCHEDULE 1974-75

<i>Activity</i> <b>Senior High</b>	<i>0 Yrs.</i> <i>Experi-</i> <i>ence</i>	<i>1 Yrs.</i> <i>Experi-</i> <i>ence</i>	<i>2 Yrs.</i> <i>Experi-</i> <i>ence</i>	<i>*Grand-</i> <i>father's</i> <i>Schedule</i>
Art	365	391	416	
Cheerleader	529	566	603	
Dramatics	970	1040	1107	
Drill Team	441	471	502	
Instrumental Music	819	877	935	
Jr. Class Advisor	176	189	202	260
Newspaper	365	391	416	440
Producer and Publicity	580	621	662	
Asst. Public Speaking and Debating	214	229	244	260
Public Speaking and Debating	315	337	359	
Sr. Class Advisor	277	296	315	440
Stage Manager	265	284	302	
Student Government	315	337	359	
Vocal Music	668	715	762	
Year Book	365	391	416	
Color Guard	277	296	316	
Costumes and Property	428	459	488	
Stagecraft	239	256	273	
<b>Junior High</b>				
<i>Activity</i>				
Art	252	270	288	320
Cheerleader	353	377	401	
Costumes and Property	290	310	330	
Dramatics	542	580	617	
Instrumental Music	517	552	588	
Newspaper	252	270	288	320
Stage Manager	315	337	359	
Vocal Music	592	633	674	

\*Note: Personnel on grandfather's schedule will be frozen at maximum until such time as regular salary schedule exceeds same.

## EXTRA DUTY PAY SCHEDULE 1975-76

<i>Activity</i> <b>Senior High</b>	<i>0 Yrs.</i> <i>Experi-</i> <i>ence</i>	<i>1 Yrs.</i> <i>Experi-</i> <i>ence</i>	<i>2 Yrs.</i> <i>Experi-</i> <i>ence</i>	<i>*Grand-</i> <i>father's</i> <i>Schedule</i>
Art	384	410	437	
Cheerleader	556	594	633	
Dramatics	1019	1091	1162	
Drill Team	463	495	527	
Instrumental Music	860	921	981	
Jr. Class Advisor	185	198	212	260
Newspaper	384	410	437	440
Producer and Publicity	609	652	695	
Asst. Public Speaking and Debating	225	240	256	260
Public Speaking and Debating	331	354	377	
Sr. Class Advisor	291	311	331	440
Stage Manager	278	298	318	
Student Government	331	354	377	
Vocal Music	701	751	800	
Year Book	384	410	437	
Color Guard	291	311	332	
Costumes and Property	450	482	513	
Stagecraft	251	269	287	
<b>Junior High</b>				
<i>Activity</i>				
Art	265	283	302	320
Cheerleader	370	396	421	
Costumes and Property	304	325	346	
Dramatics	569	609	648	
Instrumental Music	543	580	617	
Newspaper	265	283	302	320
Stage Manager	331	354	377	
Vocal Music	622	665	708	

\*Note: Personnel on grandfather's schedule will be frozen at maximum until such time as regular salary schedule exceeds same.

## EXTRA DUTY PAY SCHEDULE 1976-77

<i>Activity</i> <b>Senior High</b>	<i>0 Yrs. Experi- ence</i>	<i>1 Yrs. Experi- ence</i>	<i>2 Yrs. Experi- ence</i>	<i>*Grand- father's Schedule</i>
Art	403	431	458	
Cheerleader	583	624	664	
Dramatics	1070	1146	1220	
Drill Team	486	520	553	
Instrumental Music	903	967	1030	
Jr. Class Advisor	194	208	222	280
Newspaper	403	431	458	
Producer and Publicity	639	684	729	
Asst. Public Speaking and Debating	236	252	269	
Public Speaking and Debating	348	372	396	
Sr. Class Advisor	306	326	347	440
Stage Manager	292	313	333	
Student Government	348	372	396	
Vocal Music	736	788	840	
Year Book	403	431	458	
Color Guard	306	326	348	
Costumes and Property	472	506	538	
Stagecraft	264	282	301	

### Junior High

<i>Activity</i>				
Art	278	298	317	
Cheerleader	389	416	442	
Costumes and Property	320	341	363	
Dramatics	597	639	681	
Instrumental Music	570	609	648	
Newspaper	278	298	317	320
Stage Manager	347	372	396	
Vocal Music	653	698	743	

\*Note: Personnel on grandfather's schedule will be frozen at maximum until such time as regular salary schedule exceeds same.

### TEACHER SALARY SCHEDULE 1974-75\*

Experience	Increment	Non-Degree	B.A. Degree	B.A. + 30	M.A. Degree	B.A. + 60	M.A. + 30
0	\$315	\$8,200	\$8,600	\$9,000	\$9,200	\$9,400	\$9,600
1	325	8,515	8,915	9,315	9,515	9,715	9,915
2	325	8,840	9,240	9,640	9,840	10,040	10,240
3	350	9,165	9,565	9,965	10,165	10,365	10,565
4	350	9,515	9,915	10,315	10,515	10,715	10,915
5	350	9,865	10,265	10,665	10,865	11,065	11,265
6	350	10,215	10,615	11,015	11,215	11,415	11,615
7	400	10,565	10,965	11,365	11,565	11,765	11,965
8	500	10,965	11,365	11,765	11,965	12,165	12,365
9	500	11,465	11,865	12,265	12,465	12,665	12,865
10	700	11,965	12,365	12,765	12,965	13,165	13,365
11	740	12,665	13,065	13,465	13,665	13,865	14,065
12	810	13,405	13,805	14,205	14,405	14,605	14,805
13		14,215	14,615	15,015	15,215	15,415	15,615

\*Classification for salary schedule is based upon "Policy for Degree and Equivalency Credit in the Hamilton Township Schools," adopted December 16, 1964. The Board of Education reserves the right to withhold any or all increments for inefficiency or other good cause.

### TEACHER SALARY SCHEDULE 1975-76\*

Experience	Increment	Non-Degree	B.A. Degree	B.A. + 30	M.A. Degree	B.A. + 60	M.A. + 30
0	\$325	\$8,700	\$9,100	\$9,500	\$9,700	\$9,900	\$10,100
1	330	9,025	9,425	9,825	10,025	10,225	10,425
2	330	9,355	9,755	10,155	10,355	10,555	10,755
3	350	9,685	10,085	10,485	10,685	10,885	11,085
4	350	10,035	10,435	10,835	11,035	11,235	11,435
5	350	10,385	10,785	11,185	11,385	11,585	11,785
6	350	10,735	11,135	11,535	11,735	11,935	12,135
7	425	11,085	11,485	11,885	12,085	12,285	12,485
8	500	11,510	11,910	12,310	12,510	12,710	12,910
9	555	12,010	12,410	12,810	13,010	13,210	13,410
10	750	12,565	12,965	13,365	13,565	13,765	13,965
11	850	13,315	13,715	14,115	14,315	14,515	14,715
12	875	14,165	14,565	14,965	15,165	15,365	15,565
13		15,040	15,440	15,840	16,040	16,240	16,440

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**TEACHER SALARY SCHEDULE 1976-77 \***

<i>Experience Increment</i>	<i>Non-Degree</i>	<i>B.A. Degree</i>	<i>B.A. + 30</i>	<i>M.A. Degree</i>	<i>B.A. + 60</i>	<i>M.A. + 30</i>
0	\$9,205	\$9,605	\$10,005	\$10,205	\$10,405	\$10,605
1	9,555	9,955	10,355	10,555	10,755	10,955
2	9,905	10,305	10,705	10,905	11,105	11,305
3	10,255	10,655	11,055	11,255	11,455	11,655
4	10,605	11,005	11,405	11,605	11,805	12,005
5	10,955	11,355	11,755	11,955	12,155	12,355
6	11,305	11,705	12,105	12,305	12,505	12,705
7	11,655	12,055	12,455	12,655	12,855	13,055
8	12,080	12,480	12,880	13,080	13,280	13,480
9	12,580	12,980	13,380	13,580	13,780	13,980
10	13,080	13,480	13,880	14,080	14,280	14,480
11	13,635	14,035	14,435	14,635	14,835	15,035
12	14,410	14,810	15,210	15,410	15,610	15,810
13	15,260	15,660	16,060	16,260	16,460	16,660
14	16,140	16,540	16,940	17,140	17,340	17,540

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