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MAY 26 1983
RUTGERS UNIVERSITY

COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE

MARGATE CITY BOARD OF EDUCATION

AND THE

MARGATE EDUCATION ASSOCIATION

Margate City School District
Margate, New Jersey 08402

* July 1, 1983 - June 30, 1986

ARTICLE I

RECOGNITION

A. Unit

The Board hereby recognizes the Margate Education Association (hereinafter referred to as the "ASSOCIATION") as the exclusive and sole representative for collective negotiation for all personnel whether under contract, on leave, employed or to be employed by the Margate City Board of Education (hereinafter referred to as the "BOARD"), including: all professional personnel, other than administrative, Non-tenured part-time personnel, secretarial, and custodial staffs, aides, substitute teachers, lunch time nurse.

B. Definition of Teacher

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

ARTICLE II

NEGOTIATIONS PROCEDURE

A. Deadline Date

The parties agree to enter in collective negotiation over a successor Agreement in accordance with Chapter 123, Public Law 1974, in good faith effort to reach agreement. Such negotiations shall begin not later than December 1 of the calendar year preceeding the calendar year in which this Agreement expires.

B. Modification

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.

C. Negotiating Representatives

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counterproposals in the course of negotiations to the extent permitted by State Statutes.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

A "grievance" is a claim by a teacher or the Association based upon that interpretation, application, or violation of this Agreement, policies or administrative decisions affecting a teacher or a group of teachers.

2. Aggrieved Person

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

B. Purpose

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

C. Procedure

1. Time Limits

Since it is important that grievances be processed as rapidly as possible, the grievance must be initiated at step one within (10) school days of the occurrence and the number of days indicated at each level should be considered as maximum and every effort should be made

to expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. Year-end grievances

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, every effort shall be made to complete the procedure as soon as practicable.

3. Level One - Principal or Immediate Superior

A teacher or teachers with a grievance shall first discuss it with his/her principal or immediate superior, either directly or through the Association's designated representative, with the objective of resolving the matter informally. A decision shall be made within five (5) school days in writing.

4. Level Two - Superintendent

If the aggrieved person is not satisfied with the disposition of this grievance at level one, the grievance may be filed in writing with the Superintendent within five (5) school days after the decision is made at Level one. The Superintendent shall render a decision in writing within eight (8) school days after receiving the written grievance.

5. Level Three - Board of Education

If the aggrieved person is not satisfied with the disposition of this grievance at level two, the grievance may be filed in writing with the Board of Education through the Board Secretary within eight (8) school days after the Superintendent's decision. The

Board of Education shall make a decision in writing on the grievance within fifteen (15) calendar days after receipt of the grievance.

6. Level Four - Arbitration

If the decision of the Board does not resolve the grievance to the satisfaction of the aggrieved and he/she wishes review by a third party, and if the Association determines that the matter should be reviewed further, it shall so advise the Board through the Superintendent within ten (10) school days of receipt of the Board's decision. However, the Board's decision shall be final and binding the grievances concerning the following:

- a. A complaint of a nontenure teacher which arises by reason of his/her not being reemployed; or
- b. A complaint by any certificated personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in any position for which tenure either is not possible or not required.
- c. Any matter which according to law is either beyond the scope of Board authority or limited to unilateral action by the Board alone.

7. The Arbitrator

- a. Either party may request either the American Arbitration Association or the Public Employment Relations Commission to submit a roster of persons qualified to function as an arbitrator in the dispute in question.

- b. The parties shall abide by the rules of whichever of the above agencies provides the arbitrator.
- c. The arbitrator shall be limited to the issues submitted for arbitration 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. The recommendations of the arbitrator shall be advisory.

D. Rights of teacher to Representation

Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself, or, at his/her option, by a representative selected or approved by the Association. There must be forty-eight (48) hours notice that a designated representative will be present, prior to any scheduled meeting.

E. Meetings and Hearings

No meetings and hearings under this procedure shall be conducted in public. They shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article.

ARTICLE IV

TEACHER RIGHTS AND RESPONSIBILITIES

A. Definition of Responsibilities

1. During the time a student is assigned to a classroom, the teacher in charge will be responsible for his/her welfare and control of his/her behavior, to the extent permissible under N.J. State Law.
2. The presence of a teacher of a special subject relieves the classroom teacher of responsibility for supervision of the class.
3. In matters of emergency or absolute necessity a teacher will notify the Principal's office and an adjacent teacher who will assume responsibility for the class.
4. Teachers will be in their classrooms when the students are admitted to school.

B. Access to Buildings

When school is not in session, teachers may obtain access to the building by prior arrangement with the Principal to discharge professional duties. No students shall be admitted at such times without special permission from the Superintendent.

ARTICLE V

TEACHER WORK YEAR, HOURS, AND TEACHING WORK LOAD

A. In-School Work Year

1. Ten (10) Month Personnel

The in-school work year for teachers employed on a ten-month basis (other than new personnel who may be required to attend an additional one (1) day of orientation) shall not exceed one hundred eighty-five (185) days between September 1 and June 30, with exception for ten (10) month employees of the Child Study Team. The utilization of unused snow days will be decided prior to May 1st.

2. Twelve (12) Month Personnel

The in-school work year of teachers employed on a twelve (12) month basis shall exclude all regular school holidays and twenty (20) work days during either July and/or August.

3. Definition of in-school work year

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

B. School Calendar

Calendar shall be made available to the Association prior to being recommended to the Board.

C. Teacher Day

1. Length of the Day

The total in-school workday shall consist of not more than six (6) hours and forty-five (45) minutes which shall include a duty-free lunch period of not less than forty-five (45) minutes. On early dismissal days, teachers may be required to remain until the end of the normal in-school day for workshops, meetings, conferences, or other matters related to the educational program. Except in emergencies, no such meetings will be called on days preceeding holidays or vacation occurring during the school year.

2. Teachers shall not be required to report for duty earlier than 8:30A.M. and shall be permitted to leave at 3:15 P.M. All special education classes will be held during the 8:30 to 3:15 teacher day, but may be altered within these hours by agreement between the superintendent and teacher involved.

3. Child Study Team Hours

A minimum of 8:30 A.M. to 4:00 P.M. with sixty (60) minute lunch hour; 8:30 A.M. to 3:00 P.M. with a thirty (30) minute lunch break, after the closing of school for the summer.

4. Guidance Counselor Hours

The daily working hours will be from 8:30 A.M. to 4:00 P.M. with a sixty (60) minute lunch hour. The guidance counselor may have evening hours for two (2) hours per week. The number of evening hours may be increased if mutually agreed upon by the guidance counselor and the director of student personnel. Release time during the regular school day will be granted by the director of

student personnel as an adjustment for evening hours worked by the guidance counselor in performance of duties as defined by the job description. The work year shall not exceed 185 days.

D. Teaching Load and Preparation Time

1. Middle School - The teaching load and number of pupils shall be equalized as much as possible, with each teacher having at least one full duty-free period per day for preparation.
2. Elementary School - Every effort shall be made to provide at least five (5) duty-free preparation periods per week, (preferably one (1) per day where scheduling permits). Preparation time can be obtained by freedom from class during art, music, physical education, psychologist visitations and reading specialist visitations.
3. Other Full-Time Members of the Professional Staff who teach special subjects shall be provided with preparation time to the same extent as other teachers in comparable position.
4. Instructional Planning
Every teacher shall plan and teach course content, subject to established curriculum and/or administrative guidelines, in the manner he/she considers most practical and useful. Teachers shall provide substitutes with daily, weekly, and/or alternate plans as needed.
5. Number of Preparations
Middle School teachers shall not be required to teach

more than three (3) (one major, 2 minors) subject area(s) to two classes or two (2) (one major, one minor) subjects to three classes, where possible.

A major subject is one taught more than one-half (1/2) of the teaching hours.

A minor subject is one taught less than one-half (1/2) of the teaching hours.

Any teacher may voluntarily accept an extra teaching preparation in another subject during his/her preparation period and shall be compensated according to the number of extra periods of teaching involved.

E. Field Trips and Class Trips

1. Field trips, correlated with the subject matter, may be planned at any time during the year at the discretion of the teacher or teachers involved and with permission of the Principal and Superintendent. No trips will be taken after the last week in May.
2. An end of the year trip may be taken by any of the Eighth grade classes at the discretion of the teacher or teachers involved and with the permission of the Principal and Superintendent.

ARTICLE VI

SALARIES

A. Salary Schedule

1. The 1983-84 salary of each teacher covered by this agreement is set forth in Schedule A-1 which is attached hereto and made a part hereof. The 1984-85 salary of each teacher covered by this Agreement is set forth in Schedule A-2 which is attached hereto and made a part hereof. Present teachers will remain on their 1982-83 step for the determination of their salary on the 1983-84 and 1984-85 salary schedules.
2. Adjustment to salary schedule
Each teacher shall be placed on his/her proper step of the salary schedule in accordance with Paragraph 4 below.
3. Salary guide progression previously established will be maintained. The Board reserves the right to withhold increments in accordance with the provisions of NJSA 18A:29-14.
4. In employing new teachers, the determination of their status on the salary guide will give minimum credit for previous teaching experience:
 - a. Full credit will be given for the first five (5) years.
 - b. Half credit will be given for the next six (6) years.

c. Credit beyond eleven (11) years may be given as determined by the evaluation of the Superintendent of Schools.

Using these criteria, will determine the appropriate placement for new teacher employees on the salary schedule. Once placed on the schedule, they will remain on that step through the 1983-84 school year.

B. Method of Payment

1. Twelve (12) Month

Each teacher employed on a twelve (12) month basis shall be paid in twenty-six (26) bi-weekly installments.

2. Ten (10) Month

Each teacher employed on a ten (10) month basis will be paid every other Friday over a 10 month period between September 1 and June 30. Any teacher may elect to have ten percent (10%) (to the nearest multiple of \$5) of his gross pay deducted and deposited with the Guardian Savings & Loan Association. Once authorized such salary deduction shall continue for the remainder of the school year.

3. Salaries will be paid every other Friday commencing the second Friday of September.

4. When a payday falls on or during a school holiday or vacation, paychecks shall be prepared and made available for distribution on the last previous working day.

5. Final Pay

Each teacher on the ten-month option shall receive his

final pay on the last working day in June after being checked out by the Principal or Administrator, excluding unusual circumstances.

C. Notification of Contract and Salary

Non-tenure teachers shall be notified of their retention or nonretention as soon as possible but not later than April 30. In case the Contract has not been agreed upon by this date, the instrument of notification shall be a letter of intent of rehiring.

D. Insurance Protection

1. The Professional Staff has the option of membership in the Blue Cross Hospital Service Plan of New Jersey including Rider J and Blue Shield Medical Surgical Plan of New Jersey, and Major Medical Program provided by "New Jersey Public and School Employees Health Benefits Plan". Premiums are paid by the Board for the staff member and his/her family. The employee also has the option to enroll in the Health Maintenance Organizational Program. The Board pays the same premium as the N.J. State Health Benefits Program. Any additional cost is borne by the employee.
2. The Board will contribute toward a mutually agreed Dental Plan for all employees represented by the Association as follows:
 - a. Single coverage: One hundred percent (100%) of cost not to exceed Eighteen dollars (\$18.00) per teacher per month for twelve (12) months.
 - b. Husband-wife or family coverage: A contribution of eighteen dollars (\$18.00) per teacher per month

for twelve (12) months toward premium cost or if total cost is less than eighteen dollars (\$18.00) per teacher per month, the Board shall pay the lesser amount.

E. Longevity Increments

Teachers who have completed fifteen (15) years of teaching in the Margate City Schools qualify for a salary increment of four hundred dollars (\$400.00). Another additional such increment of four hundred dollars (\$400.00) will be paid upon the completion of twenty (20) years of teaching in the Margate City Schools.

ARTICLE VII

TEACHER ASSIGNMENT, VACANCIES, NEW POSITIONS, EXTRA CURRICULAR

A. Assignment

1. Notification: All teachers shall be given written notice of tentative grade and/or subject assignment, tentative building and room assignment for the forthcoming year. The Administration shall make every effort to notify teachers of their assignments by April 30, but will not be bound by this date.

B. Vacancies and New Positions

Notice shall be posted on the Faculty Room Bulletin Boards when vacancies or new positions officially open, stating qualifications, duties, and where possible salary.

C. Extra Curricular

1. Approved Activities

Any teacher who directs an extra curricular activity, approved by the Superintendent, will be entitled to sign a supplementary contract according to the following guidelines:

- a. The activity should enlarge upon or supplement the scope of educational programs provided during the in-school day.
- b. Any member of the professional staff may apply for a supplementary contract.
- c. To be eligible for a supplementary contract, the advisor must submit an outline of the proposed

activity, including implementation of the guidelines and a budget including anticipated compensation and any expenses involved in the activity, to the Superintendent no later than December 30 of the preceding school year for approval. The Board has the option of funding any part or all of the costs as may be mutually agreed upon by the Board, and the Advisor of the activity.

- d. In order to be compensated, the teacher of an extra curricular activity must work an agreed upon number of hours during the school year beyond the regular working day.
- e. The compensation for such activities will be set at a minimum of two hundred dollars (\$200.00) for any agreed activity.

ARTICLE VIII

ABSENCE, LEAVES OF ABSENCE, SABBATICAL

A. Sick Leave

1. Accumulative

As of September 1, of each school year 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. Accumulative sick leave for twelve (12) month employees shall be twelve (12) days per year. Unused sick leave days shall be accumulated from year to year with no maximum limit.

2. Non-accumulative

a. Teachers shall be allowed leave of absence for illness in the immediate family, i.e. spouse, children, or dependent parent, with full pay for a maximum of ten (10) school days in any school year.

3. In case of three (3) or more consecutive days of sick leave claimed, the Board of Education and/or its agent, may require a Physician's Certificate to be filed with the Secretary of the Board.

B. Temporary Leaves

1. Personal

Up to three (3) days leave of absence in any school year may be granted for personal business, legal

business, household or family matters, death of a friend or non-member of the immediate family, which require absence during school hours. Application to the teacher's principal or other immediate superior for personal leave shall be made at least seven (7) days before taking such leave (except in the case of emergencies) and the applicant shall not be required to state the reason for taking such leave other than that he/she is taking it under this Section.

2. Other

There shall be no deduction of salary for absence occasioned by visiting schools or attending educational meetings under authorization of the principal and superintendent, for non-personal by subpoena legal proceedings, by quarantine (where the employee is not ill) or for religious observance.

3. Death in Family

Up to five (5) days at any one time in the event of death in the immediate family: spouse, child, in-law child, parent, in-law parent, brother, sister.

C. Any teacher who fails to report for duty for a period of three (3) days without explanation shall at the option of the Board be considered to have broken his/her contract.

D. Other Leaves

Teachers may request other leaves of absence without pay.

E. Sabbatical Leaves

1. Sabbatical leaves may be granted at the discretion of the Board, for fulltime study, travel, or other reasons of value to the school system, to any professional

employee who has served in the Margate School District for at least seven (7) years.

2. The employee shall be entitled to half pay, less deductions, for the full school year or full pay, less deductions, for one half school year and must agree to return for a minimum of two years immediately following the leave.
3. Upon return from Sabbatical Leave, a teacher shall be placed on the salary schedule at the level he attained when he/she left and be restored to all benefits (VIII, D.2).
4. If the employee does not return after his sabbatical leave, he/she must return one hundred percent (100%) of his salary for the Sabbatical year.
5. If the employee serves only one year, he/she must return fifty percent (50%) of his salary for the Sabbatical year.

F. Maternity Leave

1. The Board shall not discriminate against any person in violation of the Law Against Discrimination.
2. The Board shall not maintain or enforce any policy or practice for removal of any tenured or non-tenured teacher from her teaching duties that is based solely on the fact of pregnancy or a specific number of months of pregnancy but shall consider and treat each teacher on an individual basis.
3. The Board may remove any pregnant teacher from her duties on any one of the following basis:
 - a. Performance - Her teaching performance has

substantially declined from the time immediately prior to her pregnancy.

b. Physical Incapacity - Her physical condition or capacity is such that her health would be impaired if she were to continue teaching, and which physical incapacity shall be deemed to exist only if:

1. The pregnant teacher fails to produce a certification from her physician that she is medically able to continue teaching, or
2. The Board of Education's physician and the teacher's physician agree that she cannot continue teaching, or
3. Following any difference of opinion between the Board's physician and the teacher's physician, the Board may request expert consultation, in which case the Atlantic County Medical Examiner shall appoint an impartial third physician who shall examine the teacher and whose medical opinion shall be conclusive and binding on the issue of medical capacity to continue teaching. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the teacher and the Board.
4. The Board shall grant leaves of absence for medical reasons associated with pregnancy and birth to pregnant teachers:
 - (a) Upon reasonable notice, any tenured or

non-tenured teacher seeking a leave of absence on the basis of medical reasons associated with pregnancy or birth, or child rearing, shall apply to the Board for said leave at any time prior to birth. At the time of application which shall be made upon reasonable notice to the Board, the teacher shall specify in writing the date on which she wishes to return to work after birth. The Board may require any teacher to produce a certificate from a physician in support of the requested leave dates provided that any conflict of medical opinion shall be resolved, as set out in paragraph C2(c) of this Article. Where medical opinion is supportive of the leave dates requested, such requested leave shall be granted by the Board, except that the Board may change the requested dates upon a finding that the grant of a leave for those dates would substantially interfere with the administration of the school and provided that such date change by the Board is not medically contradicted. Following the grant of such leave to any teacher, the commencement or termination dates thereof may be further extended or

reduced for medical reasons upon application by the teacher to the Board. Such extension or reduction shall be granted by the Board for an additional reasonable period of time except that the Board may alter the requested dates upon a finding that such extension or reduction would substantially interfere with the administration of the school, and provided that such date change by the Board is not medically contra-indicated. The Board may require any teacher to produce a certificate from the physician in support of the extension or reduction of requested leave dates provided that is the Board's physician is in disagreement, the conflict of medical opinion shall be resolved as set out in paragraph C2(C) of this Article.

- (b) The Board need not grant or extend the leave of absence of any non-tenured teacher beyond the end of the contract school year in which the leave is obtained. 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.

(c) 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 stated or prescribed lapse of time between that birth and her desired date of return except as is provided in this order. Nothing contained in this paragraph 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, provided that if the Board's physician is in disagreement, that conflict of medical opinion shall be resolved in the same manner as is set out in paragraph C2(C) of this Article.

5. The Board shall grant upon request a leave of absence without pay in accordance with the provisions of paragraph D.1 of this Article where applicable, upon receiving defacto custody of an adopted child.

ARTICLE IX

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

A. Provisions

1. The Board will pay seventy-five percent (75%) of the State College tuition rate for up to six (6) credits per semester or up to fifteen (15) credits per year for graduate credits taken in a degree program in the teacher's field of specialization or for credits taken with the prior approval of the Superintendent.
2. In order to encourage teachers receiving the maximum salary, to refresh their professional preparation, during each four year period, the Board of Education will pay full tuition at the State College rate for up to four semester hours study to an accredited college in courses approved by the Superintendent. Courses may be at either graduate or under graduate level. The teacher may audit the course. Reimbursement will not be given for courses audited. Undergraduate courses will not count toward salary guide advancement.

ARTICLE X

COMPLAINT PROCEDURE

A. Procedure

1. Any formal complaint regarding a teacher shall be made to the building principal, who will meet with the teacher and attempt to resolve the matter.
2. If the complaint is not resolved, at the request of the teacher, principal or complaintent, it shall be submitted to the superintendent.

ARTICLE XI
DURATION OF AGREEMENT

A. Duration Period

This Agreement shall be effective as of July 1, 1983, and shall continue in effect until June 30, 1986. Both parties shall have the right to negotiate over a successor agreement as provided in Article II. This agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated unless it is extended in writing.

B. Savings Clause

Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement.

C. 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 deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

D. Status of Incorporation

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents,

attested by their respective secretaries, and their
corporate seals to be placed thereon, on the 11th day of
MAY, 1983.

MARGATE EDUCATION ASSOCIATION

BY *Jane Cullis-Panovast*
Its President

BY *Betty Lou Cassidy*
Its Secretary

MARGATE CITY BOARD OF EDUCATION

BY *Michael Berken*
Its President

BY *Leonor C. Sheeran*
Its Secretary

SALARY SCALE - EXHIBIT #1

1983-84

| | B. A. | B. A. +30 | M. A. | M. A. +30 |
|----|--------|-----------|--------|-----------|
| 1 | 13,912 | 14,586 | 15,030 | 15,363 |
| 2 | 14,578 | 15,285 | 15,752 | 16,101 |
| 3 | 15,376 | 16,124 | 16,617 | 16,987 |
| 4 | 16,176 | 16,964 | 17,483 | 17,873 |
| 5 | 16,974 | 18,003 | 18,349 | 18,758 |
| 6 | 17,772 | 18,642 | 19,215 | 19,644 |
| 7 | 18,704 | 19,612 | 20,225 | 20,678 |
| 8 | 19,636 | 20,600 | 21,235 | 21,711 |
| 9 | 20,569 | 21,579 | 22,245 | 22,745 |
| 10 | 21,500 | 22,558 | 23,255 | 23,778 |
| 11 | 22,565 | 23,677 | 24,404 | 24,959 |
| 12 | 23,630 | 24,796 | 25,564 | 26,140 |
| 13 | 24,695 | 25,915 | 26,718 | 27,321 |
| 14 | 25,760 | 27,034 | 27,873 | 28,502 |
| 15 | 27,551 | 28,889 | 29,770 | 30,432 |

SALARY SCALE - EXHIBIT #2

1984-85

| | B. A. | B. A. +30 | M. A. | M. A. +30 |
|----|--------|-----------|--------|-----------|
| 1 | 15,002 | 15,676 | 16,120 | 16,453 |
| 2 | 15,668 | 16,375 | 16,842 | 17,191 |
| 3 | 16,466 | 17,114 | 17,707 | 18,107 |
| 4 | 17,266 | 17,854 | 18,573 | 18,963 |
| 5 | 18,064 | 19,093 | 19,439 | 20,248 |
| 6 | 18,862 | 19,732 | 20,205 | 20,734 |
| 7 | 19,794 | 20,702 | 21,315 | 21,768 |
| 8 | 20,726 | 21,690 | 22,325 | 22,801 |
| 9 | 21,659 | 22,669 | 23,335 | 23,835 |
| 10 | 22,590 | 23,648 | 24,345 | 24,868 |
| 11 | 23,655 | 24,767 | 25,500 | 26,049 |
| 12 | 24,720 | 25,886 | 26,654 | 27,230 |
| 13 | 25,785 | 27,005 | 28,148 | 28,411 |
| 14 | 26,850 | 28,124 | 28,963 | 29,592 |
| 15 | 29,030 | 30,368 | 31,249 | 31,911 |

SALARY SCALE - EXHIBIT #3

1985-86

| | B. A. | B. A. +30 | M. A. | M. A. +30 |
|----|--------|-----------|--------|-----------|
| 1 | 16,102 | 16,776 | 17,220 | 17,553 |
| 2 | 16,768 | 17,475 | 17,942 | 18,291 |
| 3 | 17,566 | 18,214 | 18,807 | 19,207 |
| 4 | 18,366 | 18,954 | 19,673 | 20,063 |
| 5 | 19,164 | 20,193 | 20,539 | 21,348 |
| 6 | 19,962 | 20,832 | 21,305 | 21,834 |
| 7 | 20,894 | 21,802 | 22,415 | 22,868 |
| 8 | 21,826 | 22,790 | 23,425 | 23,901 |
| 9 | 22,759 | 23,769 | 24,435 | 24,935 |
| 10 | 23,690 | 24,748 | 25,445 | 25,968 |
| 11 | 24,755 | 25,867 | 26,600 | 27,149 |
| 12 | 25,820 | 26,986 | 27,754 | 28,330 |
| 13 | 26,885 | 28,105 | 29,248 | 29,511 |
| 14 | 27,950 | 29,224 | 30,063 | 30,692 |
| 15 | 30,561 | 31,899 | 32,780 | 33,442 |

SCHEDULE B
TWELVE MONTH PROFESSIONAL EMPLOYEES

Personnel on a twelve month contract shall be paid at a rate of one hundred ten percent (110%) of Schedule A.

Personnel on a twelve month contract shall receive twenty (20) work days vacation during July and/or August.

SCHEDULE C
TEACHERS OF SPECIAL EDUCATION

Because of their special assignment teachers of Special Education, such as emotionally disturbed, neurologically impaired, mentally retarded, etc., shall receive three hundred dollars (\$300.00) additional pay.

SCHEDULE D
CHILD STUDY TEAM

The Chairman of the Child Study Team shall receive seven hundred fifty dollars (\$750.00) additional compensation. Members of the Child Study Team shall receive three hundred dollars (\$300.00) additional compensation.

SCHEDULE E
SUPPLEMENTARY CONTRACTS FOR EXTRA
CURRICULAR ACTIVITIES

Teachers of approved extra curricular activities shall receive at least the minimum compensation of two hundred (\$200.00) as provided in the guidelines under Article VII, Section C, Part 1, e.

ARTICLE X

A. Retirement:

1. Service in the district will be recognized upon retirement according to the New Jersey Statutes; Title 18A.
2. Retiring employees will be awarded grants based on their number of unused sick days up to a maximum of 100 days. The grants will commence as of September 1, 1984 computed as follows:
Twenty-five dollars (\$25.00) per unused sick leave day.

to increase in total salaries.

Article V to read as follows:

- D. Teaching Load and Preparation Time for all Full-Time Professional Staff
1. The teaching load and number of pupils shall be equalized as much as possible.
 2. Every effort shall be made to provide at least five (5) duty-free preparation periods per week, (preferably one (1) per day where scheduling permits). Preparation time can be obtained by freedom from class during art, music, physical education, psychologist visitations and reading specialist visitations.
 3. Instructional Planning

Every teacher shall plan and teach course content, subject to established curriculum and/or administrative guidelines, in the manner he/she considers most practical and useful. Teachers shall provide substitutes with daily, weekly, and/or alternate plans as needed.

ARTICLE VI

D. Insurance Protection

3. The Board will contribute toward a mutually agreed Prescription Plan for all employees represented by the Association as follows:

a. Single Coverage: One hundred percent (100%) of cost not to exceed \$7.00 per teacher per month for twelve (12) months.

b. Husband-Wife or Family Coverage: A contribution of \$10.00 per teacher per month for twelve (12) months toward premium cost or if the total cost is less than \$10.00 per teacher per month, the Board shall pay the lesser amount.

6% increase in total salaries.