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20-15

A G R E E M E N T

**THIS BOOK DOES
NOT CIRCULATE**

Between:

ROSELLE PARK BOARD OF EDUCATION

- and -

ROSELLE PARK EDUCATION ASSOCIATION

JULY 1, 1970 THROUGH JUNE 30, 1972

TABLE OF CONTENTS

	<u>PAGE</u>
PREAMBLE	1
ARTICLE I - Recognition	1
ARTICLE II - Negotiation Procedure	1 - 3
ARTICLE III - Grievance Procedure	3 - 8
ARTICLE IV - Teacher Rights	8 - 9
ARTICLE V - Association Rights & Privileges	10 - 11
ARTICLE VI - Teaching Hours & Teaching Load	11 - 13
ARTICLE VII - Non-Teaching Duties	14
ARTICLE VIII - Teacher Employment.....	14
ARTICLE IX - Salaries	14
ARTICLE X - Health Insurance	14 - 15
ARTICLE XI - Teacher Protection	16
ARTICLE XII - Teacher Work Year	16
ARTICLE XIII - Extended Leaves of Absence	16
ARTICLE XIV - Teacher Evaluation	16
ARTICLE XV - Release of Non-Tenure Teachers	17
ARTICLE XVI - Teacher-Administration Liaison	18
ARTICLE XVII - Instructional Council	18
ARTICLE XVIII - Miscellaneous Provisions	19
DURATION OF AGREEMENT	20
SCHEDULE A - Teachers' Salary Guide - 1970-71	21
SCHEDULE A - Teachers' Salaries - 1971-72	22
SCHEDULE B - Compensation for Coaching Activities	23
SCHEDULE C - Compensation for Extra Curricular Activities	24
SCHEDULE D - Salary of School Nurses	25

PREAMBLE

This contract is made and entered into on _____, 1970, by and between the Board of Education of Roselle Park, New Jersey, hereinafter called the "Board", and the Roselle Park Education Association, Incorporated, hereinafter called the "Association".

ARTICLE I

RECOGNITION

The Board hereby recognizes the Association as the exclusive representative for collective negotiation concerning the terms and conditions of employment for all certificated personnel in the following unit, including those with tenure, probationary status, on leave and on interim but not per diem appointment, classroom teachers, guidance counselors, librarians, nurses, remedial reading teachers, and speech teacher, but excluding the Superintendent, School Business Administrator, principals, assistant principals, department chairmen, Director of Special Services and Learning Disabilities Teacher-Consultant. All personnel represented by the Association shall unless otherwise indicated, hereinafter be referred to as "teachers", and reference to male teachers shall include female teachers.

ARTICLE II

NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 303, Public Laws 1968, in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. The Association will submit its total contract proposals not later than October 15 of the calendar year preceding the calendar year in which this Agreement expires. If

such proposals are not received by the Board by October 15, the previous contract will continue in effect the ensuing year. Any Agreement so negotiated shall apply to all teachers, to be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.

B. During the negotiation, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter-proposals. The Board upon request from the Association shall make available to the Association for its use public pertinent records, data, and information of the Roselle Park School District to the extent that such data under Board applicable policies, may be released. When available, the Board shall provide the Association with a complete tentative line budget for the next fiscal year as well as preliminary budgetary proposals, requirements and allocations.

C. 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 counter-proposals in the course of negotiations. Nothing herein contained shall be construed as a delegation of the authority of the Board.

D. It is understood by all parties that the Association expressly agrees that negotiations will be conducted without the use of pressure tactics. The parties also agree that during the period of negotiation the only publicity accorded the negotiation by the parties will consist of a joint press release or, in the event the parties are unable to agree upon wording, a joint press release stating that "No progress has been made," unless an impasse has been declared to exist to which both parties agree. This does not preclude both parties reporting back to their respective memberships.

E. The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in ARTICLE I of this Agreement, with any organization other than the Association for the duration of this Agreement.

F. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definitions

1. A "grievance" is a claim based upon an event or condition which violates the terms and conditions of employment of members of the unit as specified in this Agreement. This definition does not apply to the adoption, revision, amendment or revocation of Board policies which are the sole province of the Board except, as limited or modified by the terms or conditions of this agreement.

B. Purpose

1. The purpose of the grievance procedure is to secure at the lowest possible level, equitable solutions to alleged violations of this Agreement. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

2. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment and to state its views.

C. Procedure

Except as is otherwise provided by law any individual member of the staff shall have the right to process a grievance affecting him through administrative channels. He shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal in presenting his appeal. He shall have the right to present his own appeal or designate representatives of an organization recognized as an agent by the Board or another person of his own choosing to appear with him or for him at any step of his appeal.

1. Any employee who has a complaint shall within 5 school days of the occurrence of the act or knowledge of the condition which is the subject of the complaint, discuss it first with his principal (or immediate superior or department head if applicable) in an attempt to resolve the matter informally at that level.

2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within 5 school days, he shall set

forth: his complaint in writing to the principal. The principal shall communicate his decision to the employee in writing within 3 school days of receipt of the written complaint.

3. If the matter is not settled after reaching the principal, it may be referred to the Professional Rights and Responsibilities Committee of the teachers' organization or similar Committee for consideration. The Committee shall make a determination as soon as possible, but within a period not to exceed five (5) school days, notifying the employee in writing of that determination.

If the Professional Rights and Responsibilities or similar Committee determines that the complaint is without merit, it will so advise the employee and a copy of its findings shall be sent to the Principal, the Superintendent of Schools, and the Board.

If the Professional Rights and Responsibilities or similar Committee determines that the complaint has or may have merit, it shall recommend that the same be heard by the Superintendent.

4. If the employee wishes to pursue the matter, within five (5) school days from notification of the Professional Rights and Responsibilities Committee, the employee shall submit his grievance to the Superintendent of Schools in writing specifying:

- a. the nature of the grievance;
- b. the results of previous discussion;
- c. the basis of his dissatisfaction with the determination.

5. A copy of the writing called for in Paragraph 4 above is submitted to the school principal and to the immediate superior of the aggrieved employee.

6. Within ten (10) school days from the receipt of the written grievance, the Superintendent shall hold a hearing at which all parties in interest shall have the right to be heard.

7. Within ten (10) school days of the said hearing, the Superintendent shall, in writing, advise the employee and his representative, if there be one, of this determination and shall forward a copy of said determination to the school principal and to the immediate superior of the aggrieved employee.

8. In the event of the failure of the Superintendent to act in accordance with the provisions of Paragraphs 6 and 7, or in the event a determination by him in accordance with the provisions thereof is deemed unsatisfactory by either party, the dissatisfied party, within ten (10) school days of the determination by him, may appeal to the Board.

9. Where an appeal is taken to the Board there shall be submitted by a appellant the following: the writing set forth in Paragraphs 4 and 7, and a further statement in writing setting forth the appellant's dissatisfaction with the Superintendent's action. A copy of said statement shall be submitted to the Superintendent and other adverse party.

10. Any grievance not resolved to the satisfaction of the employee after review by the Board, may at the discretion of the employee be submitted to advisory arbitration, the County Superintendent, Commissioner of Education, or other agency as provided by State Statute.

11. The aggrieved employee has ten (10) working days after the Board decision in which to request advisory arbitration pursuant to rules and regulations established by the American Arbitration Association. Failure to file within said time shall constitute a bar to such arbitration, unless the aggrieved employee and the Board shall mutually agree upon a longer period of time within which to assert such a demand.

12. In the event the aggrieved employee elects thereafter to pursue a review by the County Superintendent, Commissioner of Education, or other agency as provided by State Statute, the advisory arbitration hearing shall be cancelled and the matter withdrawn. The Association shall pay whatever cost may have been incurred in processing the arbitration case. In pursuing a case to advisory arbitration, the aggrieved employee and the Association waive any other legal remedy which they may have.

13. The arbitrator's decision shall be in writing and shall set forth his reasons and conclusions on the issue or issues submitted. The arbitrator shall be without power or authority to make any decision which shall bind the parties and his opinion shall be advisory in nature only.

14. In the event of arbitration, the cost of the arbitrator's services shall be shared equally by the Board and the aggrieved employee, or if represented by the Association, by the Board and the Association. All other expenses incurred in connection with the arbitration shall be paid by the party incurring same.

15. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum and every effort shall be made to expedite the process. The time limit specified may, however, be extended by mutual consent.

16. In the event the 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 it shall be processed at least through step number 1 and number 2. Further processing shall be suspended the last day of the school year and commenced on the first day of the following school year.

17. . The procedures to augment these policies shall be renewed automatically for a period of one year unless changes are requested and mutually agreed upon by the Board and the Association.

Pending determination of a grievance or in any dispute between teachers and the Board the grievant and all teachers shall continue to perform their duties under the direction of the Superintendent until the grievance is settled and decided.

ARTICLE IV
TEACHER RIGHTS

A. Pursuant to Chapter 303, Public Laws 1968, The Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support their duly elected association and its affiliates for the purpose of engaging in collective negotiations. 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 or other laws of New Jersey or the Constitutions of New Jersey and the United States; 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 and its affiliates, his participation in any activities of the Association and its affiliates, collective negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement with respect to any terms for conditions of employment.

B. Any individual member of the staff shall have a right to propose a policy or policies and/or administrative procedure or procedures through administrative channels.

C. Nothing contained herein shall be construed to deny or restrict to any teacher such rights as he may have under New Jersey School Laws or other applicable laws and regulations. The rights granted to teachers hereunder shall be in accordance with law.

No teacher shall be disciplined, reprimanded, reduced in rank or compensation in violation of law. Any such action asserted by the Board or any agent or representative thereof, shall be subject to the grievance procedure herein set forth.

Any suspension of a teacher pending charges shall be without pay. If the teacher is found not guilty he shall be compensated for back pay.

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

D. It is the responsibility of the teacher to determine grades under the grade policy of the Roselle Park School District based upon available criteria related to any subject area or activity for which he is responsible. A teacher's grade shall not be altered except after review by a committee of professionals who examine the evidence and rule on each individual case. Such a committee shall be composed of the Director of Pupil Services, the Principal of the school involved and a representative of the Association.

E. Whenever any teacher is scheduled to appear before a representative of the Board concerning a matter which may adversely affect the continuation of the teacher in his position, he may request a written notice of the charge or charges, if any, so that he may have an opportunity to study the charges and if he desires, have a representative of the Association present at a subsequent meeting scheduled to discuss the matter.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to furnish to the Association in response to reasonable request from time to time all available public information concerning the district.
- B. Whenever any representative of the Association or any teacher is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences, or meeting, he shall suffer no loss in pay.
- C. The Association and its representatives shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations; provided that the Superintendent will be notified in advance and assignment of space is allotted.
- D. The Association shall have the privilege with the permission of the school principal to use school equipment on the site, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, and when such equipment is not otherwise in use. The Association shall pay for the cost of all materials and supplies incident to such use and assume liability for any damage to any equipment occurring during such use.
- E. The Association shall have, in each school building, the exclusive use of a bulletin board in each faculty lounge. Copies of all

materials to be posted on such bulletin boards shall be given to the building principal, but no approval shall be required.

F. The Association may have the privilege of reasonable use of the interschool mail facilities and school mail boxes. However, the Board and its administration cannot assume responsibility or liability for such usage.

G. 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 organization.

ARTICLE VI

TEACHING HOURS AND TEACHING LOAD

A. Teachers shall indicate their presence for duty by placing a check mark in the appropriate column of the faculty "sign-in - out" roster.

B. After the close of the pupils' school day, pupil needs for counseling, extra help, and necessary make-up will be met by teachers.

C. 1. Teachers shall have a daily duty-free lunch period as required by law.

2. Teachers may leave the building without requesting permission during their scheduled duty-free lunch period.

D. 1. Building-based teachers may be required to remain after the end of the regular workday, without additional compensation, for the purpose of attending general faculty meetings two (2) days each month, unless an emergency requires additional meetings. Meetings will generally conclude after 60 minutes.

2. An Association representative may speak to the teachers at any meeting referred to in paragraph 1 above for five (5) minutes on the request of the representative.

3. The notice of an agenda for general faculty meetings shall be given to the teachers involved at least two (2) days prior to the meeting, except in an emergency. Teachers shall have the opportunity to suggest items for the agenda.

E. 1. Classroom teachers shall, in addition to their lunch period, have daily preparation time during which they shall not be assigned to any other duties as follows:

a. Elementary School - Teacher is free during special periods unless requested to be present by principal for follow-up lesson.

b. Middle School - 1 period per day

c. High School - 6 periods out of 7 days if rotating schedule is used, otherwise one period per day.

d. Other members of the negotiating unit who are not regular classroom teachers shall be provided with preparation time to the extent as mutually agreed upon by member and superior.

F. The Superintendent may require teachers to assume a mutually agreed upon amount of extra curricular activities as part of the normal teaching day and the same shall be performed without additional compensation.

Teacher participation in other extra-curricular activities shall be voluntary, and shall be compensated according to the rate of pay and/or release time in attached schedule.

G. Teacher participation in field trips which extend beyond the teacher's in-school workday, and overnight or weekend trips, shall be voluntary. All their expenses shall be paid in full. All such field trips shall be upon the approval of the Superintendent and due authorization from parents shall be required in accordance with Board policy.

H. The Board recognizes the concern of their dedicated teachers for presentation of programs and attendance at after-school-hours pupil and parent programs and feels that this high degree of professionalism will result in continued cooperation for pupil welfare. In view of this, the Board will only require classroom attendance at not more than two (2) PTA meetings, one of which will be Back-to-School-Night. Special teachers who serve at more than one school will attend two Back-to-School-Nights, at two different schools.

I. Pupil programs presented as an evaluative procedure in Vocal and Instrumental Music will be continued as part of the working conditions of the Vocal and Instrumental Music Teachers position classification.

J. Preparation periods should not be used for the purpose of covering classes when substitute teachers are not available. When this is unavoidable, however, any teacher called upon to serve as a substitute during his preparation time in excess of three (3) times during the school year, should be granted extra preparation periods equal to those relinquished for the purpose of performing substitute teaching. In the event it is not possible to assign a free period to the teacher, the Board will give the teacher extra personal days off in lieu of preparation time in excess of three (3) periods.

ARTICLE VII

NON-TEACHING DUTIES

Effort will be made to eliminate non-teaching duties. Whenever possible and practical, new technological devices such as computers, will be used to reduce and eliminate clerical duties presently required of teachers.

ARTICLE VIII

TEACHER EMPLOYMENT

- A. The Board agrees to hire only certificated teachers according to law.
- B. Teachers shall be notified of their contract and salary status for the ensuing year no later than May 1 unless this is not possible due to unforeseen circumstances.

ARTICLE IX

SALARIES

- A. The salaries of all teachers covered by this Agreement are set forth in schedules which are attached hereto and made a part hereof, designated as Schedules A, B, C and D.
- B. Upon written request of the individual employee, the Board will make every effort to deduct, if possible, under the present payroll system, the deposits to the Union County Teachers' Credit Union.

ARTICLE X

HEALTH INSURANCE

- A. The Board shall continue to make available to teacher, individual and family coverage under the New Jersey Public and School Employees Health Benefits Plan, including Rider "J".

B. The Board shall pay the full premium for each teacher and the family-plan insurance coverage provided under the New Jersey Public and School Employees Health Benefits Plan and Rider "J". Any rate increases that occur during the lifetime of the contract shall be borne by the Board.

ARTICLE XI

TEACHER PROTECTION

No teacher shall be required to transport children in his private vehicle for school purposes.

ARTICLE XII

TEACHER WORK YEAR

A. The Board will provide an opportunity for the Association to submit suggestions which the Board will consider before setting the school calendar. The school calendar shall be adopted by the Board no later than May 15th and will be published immediately thereafter.

B. The in-school work year of teachers shall be based on the student school year plus two (2) days preparation time for all teachers plus one (1) additional preparation day for newly hired teachers to be used for the purpose of orientation to the school system.

ARTICLE XIII

EXTENDED LEAVES OF ABSENCE

A. Female teachers adopting an infant child shall be allowed the same maternity leave provisions as afforded to other teachers.

B. The Board upon application from a teacher designated by the Association, shall grant such teacher a leave of absence without pay for a period of up to two (2) years for Association activities.

ARTICLE XIV

TEACHER EVALUATION

A. All monitoring or observation of the work of a teacher shall be conducted openly and with full knowledge of the teacher. Eavesdropping, public address, audio systems, and similar surveillance devices without the knowledge of the teacher shall be strictly prohibited.

B. Before effecting any policy change in the present Board Policy 4117, Evaluation Procedures in the District, the Board will provide an opportunity for the Association and individual teachers to submit in writing their reaction to the experimental program in use during the last two years entitled "The Evaluation of Professional Growth". The Board will consider such reactions before putting any new teacher evaluation policy into effect which would revise present Board Policy 4117.

C. The Committee on Evaluation of Professional Growth shall continue to meet from time to time during the lifetime of this Agreement.

ARTICLE XV

RELEASE OF NON-TENURE TEACHERS

A. The non-tenure period of a teacher is a probationary period in which a new teacher is evaluated in order to determine whether or not he should be retained on a permanent basis in the school system.

B. The Board shall make available to all non-tenure teachers the criteria utilized for evaluating the teachers' performance.

C. A non-tenure teacher who is notified of the Board's intention not to continue him in employment shall receive a statement of reasons concerning such intention.

D. A non-tenure teacher upon receipt of such a notification, shall be entitled upon written request to a hearing before the Superintendent. There shall be no appeal from the ruling of the Superintendent nor shall the result of such hearing be subject to the grievance procedure.

ARTICLE XVI

TEACHER-ADMINISTRATION LIAISON

- A. Individuals in the bargaining unit in each school will elect a liaison committee to serve for one year to meet upon request with the school principal at least once a month during the school year to review and discuss local school problems and practices. Said committee will consist of not more than one member for every ten (10) teachers in the school building, but shall in no event be less than three members.
- B. The Association's representative shall meet with the Superintendent and administrators and supervisors he selects upon request once a month during the school year to review and discuss district problems and practices. An agenda for this meeting will be established ten (10) days in advance of the meeting date.

ARTICLE XVII

INSTRUCTIONAL COUNCIL

- A. An experimental consultative task force known as an "Instructional Council" shall be established.
- B. The Instructional Council shall consist of five members appointed by the Association, that is, one from each school, and five appointed by the Superintendent.
- C. The Instruction Council shall study such subjects as curriculum improvements, teaching techniques, extra-curricula programs and in-service training for the purpose of sharing observations on these subjects at periodic meetings with the Superintendent.

ARTICLE XVIII

MISCELLANEOUS PROVISIONS

A. 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.

B. 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.

C. 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 registered letter at the following addresses:

1. If by Association, to Board at Robert Gordon Annex
Locust Street & W. Clay Ave.,
Roselle Park, N.J. 07204
2. If by Board, to Association at the legal residence of the president.

ARTICLE XVIII

DURATION OF AGREEMENT

The provisions of this Agreement shall be effective as of the school years 1970-71 and 1971-72 and shall remain in full force and effect through June 30, 1972.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their respective corporate seals affixed hereto, at Roselle Park, New Jersey, on this _____ day of _____ 1970.

ROSELLE PARK EDUCATION
ASSOCIATION, INCORPORATED

ROSELLE PARK BOARD
OF EDUCATION

By _____
President

By _____
President

By _____
Secretary

By _____
Secretary

SCHEDULE A

ROSELLE PARK PUBLIC SCHOOLS
TEACHERS' SALARY GUIDE -- 1970-71

STEP	BACHELOR'S	BACHELOR'S + 30	MASTER'S	MASTER'S + 30
1	7,500.	7,865.	8,180.	8,495.
2	7,865.	8,180.	8,495.	8,810.
3	8,180.	8,495.	8,810.	9,125.
4	8,495.	8,810.	9,125.	9,440.
5	8,810.	9,125.	9,440.	9,755.
6	9,125.	9,440.	9,755.	10,070.
7	9,440.	9,755.	10,070.	10,385.
8	9,755.	10,070.	10,385.	10,700.
9	10,070.	10,385.	10,700.	11,015.
10	10,385.	10,700.	11,015.	11,330.
11	10,750.	11,065.	11,380.	11,695.
12	11,065.	11,380.	11,695.	12,010.
13	11,380.	11,695.	12,010.	12,325.
14	11,695.	12,010.	12,325.	12,640.
15	12,010.	12,325.	12,640.	12,955.
16	12,615.	12,640.	12,955.	13,270.
17		13,245.	13,560.	13,585.
18				14,200.
*25 years Service	12,815.	13,445.	13,760.	14,400.

* 25 year total service, 15 of which are in Roselle Park.

1. The Board of Education reserves the right to withhold increments to be provided. Meritorius service may be recognized by partial or total additional increments in any one year.
2. Non-degree teachers shall receive an increment equal to the increase in the minimum salary payable on the Bachelor's Degree level of the revised Teachers' Salary Guide.

SCHEDULE A

1971-72

A. The salaries for all persons in the bargaining unit shall be increased by nine hundred (\$900.) across the board.

B. The Board may establish entrance starting salaries at the various levels at its discretion, consistent with the minimum state guide.

SCHEDULE B
COMPENSATION FOR COACHING ACTIVITIES

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
<u>Football</u>				
Varsity	\$ 880.	\$ 990.	\$ 1100.	\$ 1100.
Assistant Varsity	440.	550.	633.	633.
Assistant Varsity	440.	550.	633.	633.
Freshman	440.	495.	550.	633.
Assistant Freshman	275.	330.	385.	550.
<u>Cross Country</u>	303.	358.	413.	550.
<u>Wrestling</u>				
Varsity	550.	715.	880.	935.
Assistant Varsity	330.	413.	495.	633.
Freshman	330.	385.	440.	633.
Middle School	330.	385.	440.	550.
<u>Basketball</u>				
Varsity	605.	770.	880.	935.
Assistant	358.	440.	495.	633.
Freshman	330.	385.	440.	633.
Middle School	330.	385.	440.	550.
<u>Baseball</u>				
Varsity	550.	660.	770.	770.
Assistant	330.	385.	440.	550.
Freshman	275.	330.	385.	550.
<u>Track</u>				
Varsity	550.	660.	770.	770.
Assistant	330.	385.	440.	550.
<u>Trainer</u>	660.	715.	770.	770.
<u>Intramurals</u>				
<u>High School</u>		<u>Boys</u>	<u>Girls</u>	
Fall	\$ 110.		\$ 110.	
Winter	110.		110.	
Spring	110.		110.	
<u>Middle School</u>				
<u>6th Grade - Fall</u>	110.		110.	
Winter	110.		110.	
Spring	110.		110.	
<u>7th and 8th Grades</u>				
Fall	110.		110.	
Winter	110.		110.	
Spring	110.		110.	

1. The Board of Education reserves the right to withhold increments to be provided. Meritorius service may be recognized by partial or total additional increments in any one year.

SCHEDULE C

ROSELLE PARK PUBLIC SCHOOLS
ROSELLE PARK, N. J.

COMPENSATION FOR EXTRA CURRICULAR ACTIVITIES

1970-71 and 1971-72

HIGH SCHOOL

Forensic Coach	\$ 300.00
Newspaper	150.00
Student Council	125.00
Yearbook	275.00
Cheerleaders (one or two to share)	200.00
Sr. Play Director (1)	193.00
Jr. Play Director (1)	193.00
Sr. Class Advisor (\$100. ea. for 2)	200.00
Jr. Class Advisor (\$100. ea. for 2)	200.00
Band	330.00
Twirlers (1)	100.00
Audio-Visual Aids	165.00
Play Set Manager	
Senior Play	110.00
Junior Play	110.00

MIDDLE SCHOOL

Newspaper	75.00
Student Council	100.00
Yearbook	138.00
Cheerleaders	75.00
Audio-Visual Aids	165.00

SCHEDULE D

SALARY OF SCHOOL NURSES

1. For 1970-71 all nurses shall receive an across the board increase of \$500.00.

2. For 1971-72 all nurses shall receive an across the board increase of \$900.00.