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AGREEMENT

between the

RUTHERFORD BOARD OF EDUCATION

and the

RUTHERFORD EDUCATION ASSOCIATION

3/88

July 1, 1985 - June 30, 1988

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1985-86 Officers

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PREAMBLE

This Agreement entered into this 1st day of July, 1985 by and between the Board of Education of Rutherford, the Borough of Rutherford, New Jersey, hereinafter called the "Board," and the Rutherford Education Association, hereinafter called the "Association."

RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for all certificated regularly employed personnel including:
1. All teachers in any category provided however, that the predominant duties of such teachers are not supervisory in nature. This shall include nurses, librarians, guidance counsellors, learning disability teacher-consultant, home school counsellor, and the school psychologist. In addition to the foregoing, the Association is also recognized as the representative for custodians, maintenance personnel, school secretaries, secretaries in the Board of Education Office, electricians, plumbers, bus drivers, utility people, delivery personnel, SCE, Chapter I, ESL teachers, and aides,
- but excluding:
2. Principals, vice-principals, administrative assistants to the principal, supervisors, and any other certificated regularly employed personnel exercising supervisory functions.

NEGOTIATIONS PROCEDURE

1. The parties agree to enter into collective negotiations pursuant to the provisions of Chapter 303, Public Laws of 1968 and Chapter 123, Public Laws of 1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of all employees for whom the Rutherford Education Association is authorized to negotiate. Such negotiations shall begin not later than the date established by P.E.R.C. (Chapter 123, Public Laws of 1974). Any agreement so negotiated shall apply to all personnel for whom the Rutherford Education Association is authorized to negotiate, be reduced to writing, be signed by the Board and approved by the membership of the Rutherford Education Association.
2. Whenever tentative agreement is reached upon any provision to become incorporated in a contract, the parties shall endeavor to have said tentative agreement reduced to writing.

A. Purpose of Fee

If an employee does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) which is covered in whole or in part by this agreement, said employee will be required to pay a representation fee to the Association for that membership year to offset the costs of services rendered by the Association as majority representative.

B. Amount of Fee

Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by nonmembers will be equal to the maximum allowed by law.

C. Deduction and Transmission of Fee

The Board agrees to deduct from the salary of any employee who is not a member of the Association for the current membership year the full amount of the representation fee set forth in Section B above and promptly will transmit the amount so deducted to the Association.

The Board agrees to deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee during the remainder of the membership year in question. The deductions will begin 30 days after the employee begins his or her employment in a bargaining unit position.

D. Termination of Employment

If an employee who is required to pay a representation fee terminates his or her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question and promptly forward same to the Association. The employee shall give thirty days written notice to both the Board and Association.

E. Mechanics

Except as otherwise provided in this article, the mechanics for the deduction of representation fees and the transmission of such fee to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

F. Indemnification Clause

The Association shall indemnify and hold the employer harmless against any and all claims, demands, suits and other forms of liability, including liability for reasonable counsel fees and other legal costs and expenses, that may arise out of, or by reason of any action taken or not taken by the employer in conformance with this provision.

G. Certification

The Association will certify to the Board prior to the start of each membership year that the amount of the representation fee to be assessed does not exceed 85% of dues, fees and assessments and does not include any amount of dues, fees and assessments that are expended (1) for partisan, political or ideological activities or causes that are only incidently related to terms and conditions of employment or (2) applied toward the cost of benefits available only to members of the majority representative.

GRIEVANCE PROCEDUREDEFINITIONS

A grievance shall be defined as, and limited to an interpretation, application or violation of policies or agreements affecting an employee or a group of employees or by the Rutherford Education Association on their behalf.

In cases involving the withholding of increments pursuant to the provisions of R.S. 18A: 29-14, an individual affected by such action shall have the right to invoke the grievance procedure through the hearing before the Board. From the final determination by the Board the method of review shall be that set forth in R.S. 18A: 29-14.

The Term "employee" shall mean any individual covered by this master contract.

The term "representative" shall include any organization, agency, or person authorized or designated by any employee, or any group of employees, or by a public employees association or by the Board to act on its or their behalf and to represent it or them.

The term "immediate" superior shall mean the person to whom the aggrieved employee is directly responsible under the Table of Organization prevailing in this School District.

The term "party" means an aggrieved employee, his immediate superior, the school principal, or any staff member below the Superintendent in connection with the procedure herein established.

The term "day" shall mean a calendar day.

PROCEDURE

1. An aggrieved employee shall institute action under the provisions hereof within fourteen (14) days of the occurrence complained of, or within fourteen (14) days after he/she would reasonably be expected to know of its occurrence. Failure to act within said fourteen (14) day period, shall be deemed to constitute an abandonment of the grievance.
2. An employee processing a grievance, shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal.
3. In the presentation of a grievance, the employee shall have the right to present his/her own appeal or to designate a representative to appear with him/her at any step in his/her appeal.
4. Whenever the employee appears with a representative, the Board shall have the right to designate a representative to participate at any stage of the grievance procedure.
5. An employee shall first discuss his/her grievance orally with his/her immediate superior. Where the immediate superior is below the rank of principal, the principal shall be notified and shall have the right to be present at and to participate in said hearing. A written decision shall be rendered within five (5) days of said hearing.
6. If the grievance is not resolved to the employee's satisfaction, within five (5) days from the determination referred to in Paragraph 5 above, the employee shall submit his/her grievance to the Superintendent of Schools in writing, specifying:
 - (a) The nature of the grievance;
 - (b) The results of the previous discussion;
 - (c) The basis of his/her dissatisfaction with the determination;
 - (d) The remedy being sought must be stated.
7. A copy of the writing called for in Paragraph 6 above, shall be furnished to the school principal and to the immediate superior of the aggrieved employee.
8. Within ten (10) days from the receipt of the written grievance (unless a different period is mutually agreed upon), the Superintendent shall hold a hearing at which all parties in interest shall have the right to be heard.
9. Within ten (10) days of said hearing (unless a different period is mutually agreed upon), the Superintendent shall, in writing, advise the employee and his/her representative, if there be one, of his/her determination and shall forward a copy of said determination to the school principal and to the immediate superior of the aggrieved employee.

10. In the event of the failure of the Superintendent to act in accordance with the provisions of Paragraphs 8 and 9, or, in the event a determination by him/her in accordance with the provisions thereof, is deemed unsatisfactory by either party - the dissatisfied party, within ten (10) days of the failure of the Superintendent to act or within ten (10) days of the determination by him/her, may appeal to the Board of Education.
11. Where an appeal is taken to the Board, there shall be submitted by the appellant:
 - (a) The writing set forth in Paragraphs 6 and 9, and a further statement in writing setting forth the appellant's dissatisfaction with the Superintendent's action. A copy of said statement shall be furnished to the Superintendent and to the aggrieved party.
12. The appellant in his/her appeal to the Board shall have the right to appear unless he/she notifies the Board within seven (7) days that he/she does not so desire, in which event the Board may consider the appeal on the written record submitted to it, or the Board may on its own conduct a hearing; or it may request the submission of additional written material. Where additional written materials are requested by the Board, copies thereof, shall be served upon the aggrieved parties who shall have the right to reply thereto. Where the appellant requests in writing a hearing before the Board, a hearing shall be held.
13. The Board shall make a determination within thirty (30) days from the receipt of the grievance and shall in writing notify the employee, his/her representative if there be one, the principal, and the Superintendent of its determination. This time period may be extended by mutual agreement of the parties.
14. If not settled at the Board stage, the grievance may, within fifteen (15) days thereafter be submitted by the Rutherford Education Association, to final and binding arbitration before an arbitrator experienced in school matters to be selected by mutual agreement of the parties. In the event such selection is not promptly agreed upon, the rules of the American Arbitration Association shall apply with regard to the selection of an arbitrator and the conduct of the arbitration proceeding.

The arbitrator's decision shall be in writing and shall set forth his/her findings, reasoning and conclusion(s) on the issue(s) submitted.

The arbitrator shall not have the authority to add to, modify or change any of the provisions of the written agreement.

The arbitrator shall not make any decision or award which would be contrary to law or which limits or interferes with the powers, duties and responsibilities of the Board of Education under applicable laws or rules and regulations having the effect of law, unless such powers, duties and responsibilities are limited under this Agreement.

The costs for the services of the arbitrator, including expenses, if any, shall be borne equally by the Association and the Board.

Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be waiver of further appeal of the decision.

15. In the event a grievance shall be filed by an employee who is not subject to the jurisdiction of any principal or who may be answerable to more than one principal, he/she shall discuss his/her grievance initially with the Superintendent and if dissatisfied, with the determination, may appeal to the Board in accordance with the provisions herein set forth.
16. In any case, where a grievance is based upon the direct order, ruling or determination of the Superintendent, the aggrieved employee may appeal directly to the Board within ten (10) days of the issuance of said order, ruling or directive, or within ten (10) days of the time when same have been brought to the employee's attention by filing with the Secretary of the Board, a writing setting forth,
 - (a) The order, ruling or determination complained of;
 - (b) The basis of the complaint;
 - (c) A request for a hearing if a hearing is desired.

A copy of the writings set forth above shall be served upon the Superintendent who shall have the right to reply in writing thereto. A copy of such reply shall be served upon the aggrieved employee.

17. Upon receipt of a grievance filed under the provisions of Paragraph 16, the procedure shall be as set forth in Paragraphs 12 and 13.
18. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association.
19. All meetings and hearing under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this ARTICLE.

20. All employees shall be entitled to resort to the full procedure hereinabove set forth.
21. Whenever any teaching staff member is required to appear before the Board of Education or any committee or member thereof concerning any matter which could adversely affect the continuation of that teaching staff member in his/her office, position or employment or the salary or any increments pertaining thereto, then he/she shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a person of his/her own choosing present to advise and represent him/her during such meeting or interview. (Chapter 451, Laws of 1968)

YEAR END GRIEVANCE

22. 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, and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, then the time limits set forth herein, could be reduced, upon mutual agreement of all parties, so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

Teacher Assignment

1. All teachers shall be given written notice of their salary schedules. Tentative schedules and assignments shall be posted in each school when available with proper notification if any change occurs.
2. The Superintendent shall assign all newly-appointed personnel to their specific positions within their subject area for which the Board has appointed the teacher.
3. The final authority to determine assignments is the Board of Education acting through the Superintendent.

Teacher-Administration Liaison

The faculty in each school shall elect a liaison committee if either teachers or principal so request. The committee shall meet with the principal at least once a month. They will review and discuss local school problems and practices, revision or development of building policies, and suggested areas for curriculum improvement. This committee shall be limited to these aforementioned areas.

Teacher Evaluation

- A. 1. All monitoring or observation of the work performance of a teacher shall be conducted openly, with full knowledge of the teacher, by a duly certificated person.
2. A teacher shall be given a copy of any evaluation report prepared by his/her evaluators at least one (1) day before any conference to discuss it. 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. No teacher shall be required to sign a blank or incomplete evaluation form.
- B. 1. A teacher shall have the right upon request to review the contents of any evaluation. A teacher shall be entitled to have a representative accompany him/her during such review.
- C. 1. Prior to any annual evaluation report, the immediate supervisor of a non-tenure teacher shall have had (written) communication, including but not limited to all steps in Section 2 below, with said teacher regarding his/her performance as a teacher.
2. Supervisory reports shall be presented to non-supervisory personnel by the principal or counterpart supervisor periodically using the evaluation form prescribed by the Board of Education.

The Superintendent shall have the power to recommend to the Board of Education the withholding of any salary increment and/or adjustment for inefficiency as determined by at least two successive evaluations indicating unsatisfactory performance or effectiveness or other good cause which may have an adverse effect on the performance or effectiveness of the teacher. Said successive evaluations must be at least six weeks apart so that an individual has an opportunity for correction.

Whenever the withholding of an increment is proposed by the Board, the individual concerned shall be given a written statement of reasons setting forth the particulars constituting the basis of said withholding. No such recommendation which is based on classroom performance shall be made by the Superintendent that is based on observation not conducted openly and with full knowledge of the teacher; neither shall any such recommendation, whether related to classroom performance or for other just cause, be made without notification to the teacher that a deficiency exists which may call for a recommendation for the withholding of an increment unless said deficiency is corrected forthwith.

Whenever the withholding of an increment is proposed, the individual involved shall have the right to appeal to the Board of Education and, upon filing in writing of a Notice of Appeal, setting forth the reasons why it is alleged that such action should not be taken, a hearing will be afforded by the Board to the aggrieved individual.

At such hearing the aggrieved individual shall have the right to be represented by counsel of his own choosing or by his duly designated representative.

From any adverse determination of the Board, the aggrieved shall have the right to appeal to the Commissioner of Education. The aggrieved party shall not have the right to request arbitration from any adverse determination of an evaluation indicating unsatisfactory performance or effectiveness or from any adverse determination of this Board of the Commissioner of Education.

The term "increment" is intended to mean the next step on the salary guide where the aggrieved individual would be placed. Where an increment is withheld, the individual shall remain at the same step on the salary guide even though the dollar amount may be higher than the previous year.

It shall not be mandatory upon the Board of Education to pay any such denied increment in any future year as an adjustment increment.

3. Any evaluation made of a non-tenure teacher shall not be subject to the Grievance Procedure and the willingness of the Board to permit discussion with reference to any such evaluation procedure shall not be deemed to constitute a waiver of the Board of its prerogatives relative to the employment and/or continued employment of such personnel.

4. Such supervisory reports are to be provided for non-tenure teacher at least four times each year.

5. Tenure teachers are to be evaluated with the adopted tenure teacher evaluation 6:3-1.21.

Promotions

A. Promotional positions are defined as follows:

a. Positions paying a salary differential and/or positions on the administrator-supervisory levels of responsibility.

b. All vacancies, including promotional positions, shall be adequately publicized by the Superintendent in accordance with the following procedure:

1. When school is in session, a notice shall be posted in each school as far in advance as practicable. A copy of the said notice shall be given to the Association at the time of posting. Teachers who desire to apply for such vacancies shall submit their applications in writing to the Superintendent within the time limit specified in the notice, and the Superintendent shall acknowledge the receipt of all such applications.

2. Teachers who desire to apply for a promotional position which may be filled during the summer period when school is not regularly in session shall submit their names to the Superintendent, together with the position(s) for which they desire to apply, and an address where they can be reached during the summer. The Superintendent shall notify such teachers of any vacancy in a position for which they desire to apply. Such notice shall be sent as far in advance as practicable, in addition, the Superintendent shall post a list of promotional positions to be filled during the summer in each school, and a copy of said notice shall be given to the Association.

- B. In both situations set forth in Section A above, the qualifications for the position, its duties, and the rate of compensation, shall be clearly set forth.
- C. A list of appointments shall be given to the Association indicating which positions have been filled and by whom.
- D. In no event shall anyone seeking consideration to fill a promotional vacancy be considered if the vacancy in question requires a specific certificate and the applicant does not possess such a certificate.
- E. The Board is willing to consider applications from the staff for any vacancies in promotional positions, the willingness of the Board to consider applications by the staff shall not be deemed to limit the absolute right of the Board to make the final determination as to who shall be promoted and, if in the sole and unlimited discretion of the Board the position in question can best be filled by an individual outside of the system, the Board shall have the right to fill such position with such individual and the action of the Board in such a determination shall not be subject to review under Grievance Procedure.

Involuntary Transfers and Reassignments

- A. Notice of an involuntary transfer or reassignment shall be given to teachers as soon as practicable.
- B. An involuntary transfer or reassignment shall be made only after a meeting between the teacher involved and the immediate superior, at which time the teacher shall be notified of the reason therefor. In the event that a teacher objects to the transfer or reassignment at this meeting, upon the request of the teacher, the Superintendent shall meet with him/her. The teacher may, at his/her option, have an Association representative at such meeting.
- C. Regardless of any meeting which may occur relative to an involuntary transfer or reassignment, the decision of the Board acting through the Superintendent shall in all cases be final and binding so long as the transfer or reassignment is to a position which the teacher in question is certified to teach.

Voluntary Transfers and Reassignments

- A. The Association shall formally submit to the Superintendent by the end of December a list of teachers interested in transfers, including type of position desired.
- B. In the determination of request for voluntary reassignment and/or transfer, the wishes of the individual teacher shall be considered.

Specialists

When special teachers enter an elementary classroom the regular teacher shall be free to leave the room in order to utilize this time for professional development, if the specialist handles the entire class.]

First year teachers must remain in order to achieve an effective correlation in the presentation of materials. Classroom teachers may elect to remain or specialists may, with the principal's approval, request the presence of the teacher during the lesson.

The Superintendent of Schools shall make every effort to secure substitutes for specialists, handling entire classes, when they are out of school so that elementary teachers are not deprived of their preparation period(s).

Teacher Working Conditions

- A. The notice of an agenda for any faculty building meetings shall be given to the teachers prior to meetings, except in an emergency. The teachers shall have the opportunity to suggest items for the agenda at such meetings.
- B. Teachers may leave the buildings without requesting permission during their scheduled duty-free lunch periods. Teachers shall sign out when leaving and sign in upon return.

School Calendar

In determining the school calendar the Board through the Superintendent will hold discussions and seek suggestions from the Association. Final approval of the school calendar rests with the Board.

Extended Sick Leave

In the event an employee has used up his/her sick leave and has been out ill for more than five days, the Superintendent of Schools shall bring such cases to the Board of Education for a decision on whether the Board shall grant extended sick leave. Each case shall be based on the past record of the individual and each case shall be reviewed on its own merits.

In the case of an employee who is out ill for an extended period and is rapidly approaching depletion of his/her accumulated sick days, the Superintendent can bring this to the attention of the Board for possible immediate extension of time for said illness.

PERSONAL DAYS

All categories of full time personnel: teachers, non-degree nurse, secretaries, custodial/matron, maintenance, messenger, bus driver, shall be eligible under the condition listed in the policy manual for 4 personal days per year if employed as of October 15, 1985. Anyone employed in the above categories on or after October 16, 1985 shall be entitled to 3 personal days under the condition listed in the policy manual. Personal Days are not cumulative.

SABBATICAL LEAVESection IGeneral

Sabbatical leave is not a reward for past accomplishments, it is a privilege granted to teachers for their professional advancement.

The granting of a sabbatical leave to any member of the professional staff of the Rutherford Public Schools shall be at the discretion of the Board of Education based upon the recommendation of the Superintendent.

The best criterion for judging a particular request for sabbatical leave is whether, in the final analysis, it will contribute to the improvement of the teaching service.

In these regulations the word "teacher" shall be considered as including all professional staff members as negotiated by the Rutherford Education Association.

- a. The grievance and/or arbitration procedure shall not be applicable to any part of the Sabbatical Leave.
- b. The Sabbatical Leave will be in effect, as is, until the end of the 1987-88 school year.

Section II

Eligibility

1. Any teacher who has completed eight (8) or more years of continuous satisfactory service in the Rutherford Public Schools may, provided such applicant has not reached his/her 59th birth date, be granted a leave of absence for one-half academic year or one full academic year, for study or research leading to professional advancement in an area directly connected with his/her work in the Rutherford Public Schools.

Subsequent leaves will not be authorized until one shall have reestablished eligibility by serving another period of eight (8) continuous years of successful service.

Section III

Number of Leaves Authorized

The Board may grant up to three sabbatical leaves during any given school year.

Section IV

- 4.1 Application for sabbatical leave shall be submitted to the Superintendent of Schools on or before January 1st of any year.

If approved, such leave shall become effective at the beginning of the succeeding school year.

- 4.2 Application shall be made upon a regular form as prescribed by the Superintendent of Schools and shall state clearly the nature, purpose and professional benefits of the proposed activity for which the Sabbatical leave is requested.

This plan will include a complete statement of aims and objectives, demonstrating how this leave will improve the performance of the applicant, and the procedures, courses, travel plans, etc., whereby these objectives are to be achieved. A Statement of graduate level candidacy acceptance into the course of academic study to be pursued by the applicant, from the academic institution where the sabbatical leave will be taken, shall be included where the sabbatical leave includes graduate study.

Activities for Which Sabbaticals May Be Awarded

In all instances, the activity must be related to enhancing the applicant's contribution to the educational program of the Rutherford Public Schools. Such activities could include one or more of the following:

1. Study in association with a recognized graduate institute or its equivalent, or in a planned program with recognized authorities.
2. Travel, when combined with study within or outside of regular educational institutions.
3. Research leading toward publication.
4. Writing for publication, when in subject field.

Each applicant shall be notified by the Superintendent in writing on or before March 1 of the year in which the application was filed of the decision of the Board concerning his/her application.

Forfeiture of Sabbatical Leave

If, in the judgement of the Superintendent, a staff member on a sabbatical program is not fulfilling the purpose for which the grant was made, each shall consult with the other, after which the Superintendent shall report his/her views to the Board. The Board may terminate the sabbatical leave after providing an opportunity for the staff member to be heard. At such a hearing, the staff member may be accompanied by representatives from the Rutherford Education Association who shall also have an opportunity to be heard.

Salary

1. The salary paid to a teacher on sabbatical leave shall be one-half of the annual contractual salary to which he/she would have been entitled had the teacher not been on leave, less the regular deductions, or full salary for a sabbatical leave of one-half of a school year, less the regular deductions.

2. Salary checks shall be issued to a person on sabbatical leave as per the salary payment policy for all professional personnel in the Rutherford Public School System.

Physical Examination

If an applicant for a sabbatical leave is favorably considered, the applicant will then present to the Superintendent a statement of condition of health from a licensed physician.

Subsequent Service

As a condition to being granted sabbatical leave, the teacher shall enter into a contract, as prescribed by the Board to continue in the service of the Rutherford Board of Education for a period of not less than two (2) years after the expiration of the leave of absence.

If a teacher fails to continue in service after such leave of absence, said teacher shall repay to the Board of Education of Rutherford a sum of money equal to the amount of salary received while on leave unless such teacher is incapacitated, has been discharged, or has been released from this obligation for good and sufficient reasons by the Board of Education.

A teacher on sabbatical leave shall confirm to the Superintendent on or before April 1 of that year his/her intention to return to duty at the start of the following school year, and failure to give such notification by April 1 shall be conclusive evidence that said teacher does not wish to continue in the employ of the Board of Education of Rutherford.

Status of Tenure and Pension

The period of sabbatical leave shall count as regular service for the purpose of retirement, and contributions by the teacher to the retirement fund shall continue as usual during such period. Tenure rights shall not be impaired. The period of time spent on sabbatical leave shall be counted for the purpose of salary increment and seniority, just as though the teacher had actively engaged in teaching.

Illness or Accident

In the event that the program of study or travel being pursued by a teacher on sabbatical leave shall be interrupted by serious accident or to illness to the teacher during such leave, as shown by satisfactory evidence submitted to the Superintendent, such an interruption shall not constitute a breach of the conditions of such leave, nor prejudice the teacher from receiving all rights and privileges provided for under the terms of this sabbatical leave policy, provided that the Superintendent was notified of such accident or illness within ten (10) days of its occurrence.

Reinstatement

At the expiration of a sabbatical leave, the teacher shall be reinstated in the position held at the time such leave was granted unless otherwise mutually agreed upon. This presupposes, however, that conditions have not arisen that would have changed such teacher assignment and type of work had he/she remained in active service.

Report

A detailed report of the sabbatical leave must be made by the teacher within 2 months after resuming teaching duties following the leave. The report shall include all pertinent activities participated in, a detailed list of subjects pursued, an estimate of the value to the District, and a determination of how and when these values may be put into use within the district. The report must be written in a format designed to be read by all faculty members.

Association Rights and Privileges:

- A. The Board agrees to furnish to the Association in response to reasonable requests from time to time pertinent information concerning the financial resources of the school district. This is to include one copy of the annual audit and current school budget. At the beginning of each school year the Association shall be supplied with the names and addresses of all unit members.
- B. Whenever any representative of the Association or any employee under this contract participates during working hours in negotiations, grievance proceedings, conferences, or meetings called by the Board and/or its representatives, he/she shall suffer no loss of pay.
- C. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings when school is not in session and facilities are available. The requests for said use shall be approved by the Superintendent. The Association shall have the right to call at least six meetings per year at 3:30 p.m., giving advance notice to the Superintendent.
- D. The Association shall have in each school building a bulletin board in each faculty lounge.

TEACHING HOURS AND TEACHING LOAD

Teachers shall indicate their presence or absence in the building in the appropriate manner as set forth by the building principal.

1. a. The total in-school hours per day for secondary school teachers will be 7 hours, 12 minutes inclusive of lunch.
b. The total in-school hours per day for teachers of grades 7 and 8 will be 7 hours, 12 minutes inclusive of lunch.
c. The total in-school hours per day for elementary teachers will be 7 hours, 12 minutes inclusive of lunch.
2. All teachers shall have a 60 minute duty-free lunch period.
3. Under the present high school schedule, no teacher shall be assigned more than 6 teaching periods per day.

For the purposes of this agreement, a study shall be considered a teaching period.

4. Whenever an emergency arises necessitating the coverage of classes, the principal may ask for this coverage among the faculty.
5. Participation in clubs and related activities, either during or after the normal school day, shall be considered a part of the teacher's professional obligations.
6. a. Teachers shall be expected to remain one day per week, preferably Monday, beyond the normal school day in order to attend administrative, departmental, or R.E.A. meetings. As has been the custom, meetings may be called for curriculum or in-service training. These meetings may extend beyond the normal school day.
b. Teachers will be expected to remain, an appropriate amount of time, after the end of the normal school day on Tuesdays through Thursdays for extra help when requested by the students.
c. Teachers may leave at student dismissal on Fridays.
7. In the event special education classes go to a lesser school day than the regular school day, the teacher lunch and preparation time shall be reduced proportionally. Teachers working under this arrangement would accordingly be allowed to leave after the appropriate time for student help. As per state law, the student contact hours would be the same as the regular student contact hours.
8. An Association representative may speak to teachers at any building faculty meeting for a period of up to 10 minutes on request of the representative.

WORKING CONDITIONSCustodians, Maintenance Personnel

Qualifications shall be the primary prerequisite for all job openings. Notification of openings shall be forwarded to the President of the R.E.A.

- A. Notice of an involuntary transfer or reassignment shall be given to staff as soon as practicable.
- B. An involuntary transfer or reassignment shall be made only after a meeting between the staff person involved and the immediate superior, at which time the staff person shall be notified of the reason therefor. In the event that a staff person objects to the transfer or reassignment at this meeting, upon the request of the staff person, the Superintendent shall meet with him/her. The staff person may, at his/her option, have an Association representative at such meeting.
- C. Regardless of any meeting which may occur relative to an involuntary transfer or reassignment, the decision of the Board acting through the Superintendent shall in all cases be final and binding as long as the transfer or reassignment is to be a position which the staff person in question is qualified.
- D. Custodians and maintenance personnel will be supplied with three uniforms per year. The employee will be responsible for the laundering of the uniforms. Safety shoes will be provided for all custodial and maintenance personnel. Safety shoes must be worn during working hours. The Board will not assume any responsibility for injury unless he/she is wearing his/her safety shoes. All full time maintenance and/or custodial personnel will be provided a jacket after 6 months employment. This provision is only for the duration of the present contract. Anyone leaving our employment must return said jacket.
- E. The Board will pay for the boiler licenses of custodians and maintenance personnel.
- F. When a custodian is recalled for overtime there will be a minimum of two hours overtime work.
- G. An employee recalled from his/her home to work at the school after completing his/her regular shift or prior to the commencement of his/her regular shift shall be guaranteed a minimum of two hours at time and one-half, except when an employee is called in on Sunday for other than a building check he/she shall be compensated for a minimum of two hours at double time.
- H. The regular work week will be 40 hours per week.

- I. The regular work day shall be from 8:00 a.m. - 5:00 p.m. (1 hour for lunch.)
- J. The work week shall begin at 12:01 a.m. Monday, and shall end on the next succeeding Sunday at Midnight.
- K. Time and one-half the regular straight time rate will be paid in the following cases for all hours worked in excess of 40 hours in the work week and for all cases of call-in except those occurring on Sunday. On Sunday, the overtime rate will be two times the regular straight time rate. Any overtime must be authorized by a person so designated by the Superintendent of Schools
 - 1. The regular work day for custodians will be from 7:00 a.m. to 4:00 p.m. (1 hour for lunch). This is the first shift.
 - 2. Second shift shall be from 10:00 a.m. to 7:00 p.m. (1 hour for lunch) - 8% differential.
 - 3. Third shift shall be from 3:00 p.m. to 11:00 p.m. (1 hour for lunch) - 10% differential.
 - 4. The shift differential shall be paid only for hours worked on that shift.
- L. Snow Days - On days when schools are closed because of snow, each custodian, regardless of regular shift assignment, will report to his/her building on the day shift schedule for snow removal. All maintenance people will report to Pierrepoint School at their regular starting time.
- M. Maintenance personnel shall receive \$40.00 per month as an allowance for use of automobile.
- N. All full time maintenance and/or custodial personnel will be provided a jacket after 6 months employment. This provision is only for the duration of the present contract. Anyone leaving our employment must return said jacket.

CUSTODIAN - MAINTENANCE EVALUATION

All observations of the work performances of personnel shall be conducted openly and with full knowledge of the observed. The employee shall be given a copy of any evaluation report at least one (1) day before any conference to discuss it. The employee who has performed in an unsatisfactory manner will be advised promptly and given a verbal evaluation. Second and further offenses will be discussed with employee and his representative and a written report issued and filed. Disciplinary action may be taken if necessary.

GUIDANCE

Two (2) weeks summer work to be paid at 5% of base salary.

Only high school guidance to work additional time in the summer. Summer work is at the discretion of the Superintendent of Schools

HEALTH BENEFITS PROGRAM

All personnel shall be entitled to full coverage Blue Cross/Blue Shield, Major Medical and Rider J with the Board assuming the cost. In addition, the Board shall pay the entire cost of the family plan if the individual member so elects.

The Board will pay \$22.00 monthly for the dental plan, per employee for the duration of this contract.

The Board will pay 3 additional month's premiums on dental and health plans for each retiree.

The Board shall provide for all employees upon retirement the privilege of continuing medical and all other applicable benefits at the employee's expense, provided this is legal.

Any positive upgrading of the State Health Benefits package will be accepted by the Board and passed along to the staff when it occurs.

UNUSED SICK DAYS

Payment for unused sick days shall be paid according to the following schedule:

- 1 - 100 days at the rate of \$20.00 per day
- 101 - 200 days at the rate of \$25.00 per day
- 201 - 300 days at the rate of \$30.00 per day

maximum limit: \$7,500.00

Whenever the Board of Education shall grant additional sick leave to any employee above and beyond that mandated by Statute (18A:30-2), said days granted shall be deducted from the total payment due for unused sick leave prior to payment.

LONGEVITY

Longevity will be paid to the following: All categories of full time personnel: teachers, non-degree nurse, secretaries, custodial/matron, maintenance, messenger, bus driver.

Service in Rutherford:

After 20 years	- \$ 600 per year
After 25 years	- \$ 800 per year
After 30 years	- \$1,000 per year

Longevity is not cumulative and shall be pro-rated to the individual's anniversary date.

RUTHERFORD PUBLIC SCHOOLS
TEACHERS SALARY GUIDE
 1985 - 1986

<u>Step</u>	<u>BA</u> <u>Level 1</u>	<u>BA+15</u> <u>Level 2</u>	<u>MA</u> <u>Level 3</u>	<u>MA+15</u> <u>Level 4</u>	<u>MA+30</u> <u>Level 5</u>	<u>Ed.D Ph.D</u> <u>Level 6</u>
1	\$18,500	\$18,750	\$19,000	\$19,250	\$19,500	\$20,000
2	18,750	19,000	19,250	19,500	19,750	20,250
3	19,000	19,250	19,500	19,750	20,500	21,000
4	19,250	19,500	19,750	20,475	21,300	21,800
5	19,500	19,750	20,350	21,325	22,150	22,650
6	19,750	20,275	21,160	22,175	23,000	23,500
7	20,075	21,160	22,085	23,050	23,900	24,400
8	20,920	22,050	23,000	23,975	24,900	25,300
9	21,770	22,950	23,860	24,900	25,750	26,250
10	22,690	23,860	24,860	25,900	26,800	27,300
11	23,620	24,860	25,825	26,925	27,850	28,350
12	24,540	25,825	26,850	28,000	28,900	29,400
13	25,550	26,830	27,850	29,000	29,950	30,450
14	26,550	27,880	28,925	30,100	31,025	31,525
15	27,720	29,005	30,050	31,225	32,200	32,700
16	29,010	30,250	31,300	32,350	33,250	33,750
17	31,050	32,510	32,550	33,510	34,350	34,850
18			35,015	36,000	36,500	37,000
19					38,015	38,515

After September 1, 1975, no faculty can move beyond the BA + 15 level without a Masters Degree.

Salary increments are granted upon the recommendation of the Superintendent of Schools.

RUTHERFORD PUBLIC SCHOOLS
TEACHERS SALARY GUIDE
 1986 - 1987

<u>Step</u>	<u>BA</u> <u>Level 1</u>	<u>BA+15</u> <u>Level 2</u>	<u>MA</u> <u>Level 3</u>	<u>MA+15</u> <u>Level 4</u>	<u>MA+30</u> <u>Level 5</u>	<u>Ed.D Ph.D</u> <u>Level 6</u>
1	\$19,350	\$19,600	\$19,850	\$20,100	\$20,350	\$20,850
2	20,130	20,400	20,675	20,950	21,225	21,725
3	20,400	20,675	20,950	21,225	21,500	22,000
4	20,675	20,950	21,225	21,500	22,325	22,825
5	20,950	21,225	21,500	22,300	23,175	23,675
6	21,220	21,500	22,150	23,225	24,100	24,600
7	21,500	22,075	23,025	24,150	25,025	25,525
8	21,850	23,025	24,050	25,100	26,025	26,525
9	22,775	24,000	25,025	26,100	27,000	27,500
10	23,700	24,975	25,975	27,100	28,025	28,525
11	24,700	25,975	27,050	28,200	29,175	29,675
12	25,700	27,050	28,100	29,300	30,300	30,800
13	26,700	28,100	29,225	30,475	31,450	31,950
14	27,800	29,200	30,300	31,575	32,600	33,100
15	28,900	30,350	31,475	32,750	33,775	34,275
16	30,175	31,575	32,700	33,975	35,050	35,550
17	33,475	35,175	35,250	35,500	36,200	36,700
18			37,960	39,100	39,600	40,100
19					41,360	41,860

After September 1, 1975, no faculty can move beyond the BA + 15 level without a Masters Degree.

Salary increments are granted upon the recommendation of the Superintendent of Schools.

RUTHERFORD PUBLIC SCHOOLS
TEACHERS SALARY GUIDE
 1987 - 1988

<u>Step</u>	<u>BA</u> <u>Level 1</u>	<u>BA+15</u> <u>Level 2</u>	<u>MA</u> <u>Level 3</u>	<u>MA+15</u> <u>Level 4</u>	<u>MA+30</u> <u>Level 5</u>	<u>Ed.D Ph.D</u> <u>Level 6</u>
1	\$19,950	\$20,200	\$20,450	\$20,700	\$20,950	\$21,450
2	21,000	21,275	21,550	21,825	22,100	22,600
3	21,850	22,150	22,450	22,750	23,050	23,550
4	22,135	22,450	22,730	23,050	23,350	23,850
5	22,430	22,750	23,030	23,350	24,225	24,725
6	22,730	23,030	23,330	24,200	25,150	25,650
7	23,025	23,330	24,035	25,200	26,150	26,650
8	23,330	23,950	24,985	26,200	27,155	27,655
9	23,710	24,985	26,095	27,250	28,240	28,740
10	24,710	26,040	27,155	28,320	29,295	29,795
11	25,715	27,100	28,185	29,405	30,425	30,925
12	26,800	28,185	29,350	30,600	31,655	32,155
13	27,885	29,350	30,490	31,800	32,875	33,375
14	28,970	30,490	31,710	33,065	34,125	34,625
15	30,165	31,685	32,875	34,275	35,375	35,875
16	31,360	32,930	34,150	35,535	36,650	37,150
17	35,985	37,955	38,200	38,500	39,000	39,500
18			41,035	42,310	42,800	43,300
19					44,876	45,376

After September 1, 1975, no faculty can move beyond the BA + 15 level without a Masters Degree.

Movement from the B.A. level to the M.A. level must be by graduate credits earned after receiving the B.A. degree. Movement from the M.A. level on must be by graduate credits earned after receiving the M.A. degree.

Salary increments are granted upon the recommendation of the Superintendent of Schools.

RUTHERFORD PUBLIC SCHOOLS
SECRETARIAL SALARY GUIDE
1985 - 1986

<u>Step</u>	<u>10 Month</u>	<u>11 Month</u>	<u>12 Month</u>	<u>Adminis.</u>	<u>Supts. Secy.</u>
1	\$ 9,200	\$10,150	\$11,000	\$13,400	\$14,300
2	9,700	10,650	11,500	14,050	15,100
3	10,200	11,150	12,000	14,700	15,900
4	10,700	11,650	12,600	15,400	16,700
5	11,200	12,150	13,200	16,150	17,500
6	11,700	12,650	13,800	17,130	18,300
7	12,200	13,200	14,400	17,870	19,100
8	12,700	13,750	15,000	18,075	19,900
9	13,200	14,300	15,600	19,100	20,700
10	13,700	14,850	16,200	20,100	21,500
11	14,200	15,500	16,800	21,140	22,275
12	14,700	16,150	17,400		
13	15,300	16,800	18,200		
14	15,935	17,520	19,075		

Vacations are governed by Board Policy No. 4433.

Professional Development
Program Certificate:

- 1st Cert. - Stipend of \$100 per year
- 2nd Cert. - Stipend of \$200 per year
- 3rd Cert. - Stipend of \$300 per year

The stipends are not cumulative--rather they are paid as per certificate. Stipends are to be paid when certificate is received. Prior notification of receipt of certificate must be given to Superintendent of Schools.

Salary increments are granted upon the recommendation of the Superintendent of Schools.

RUTHERFORD PUBLIC SCHOOLS
SECRETARIAL SALARY GUIDE
1986 - 1987

<u>Step</u>	<u>10 Month</u>	<u>11 Month</u>	<u>12 Month</u>	<u>Adminis.</u>	<u>Supts. Secy.</u>
1	\$ 9,880	\$10,900	\$11,800	\$14,400	\$15,400
2	10,430	11,400	12,350	15,000	16,250
3	10,980	11,900	12,900	15,600	17,100
4	11,530	12,400	13,450	16,250	17,950
5	12,080	12,900	14,025	16,925	18,800
6	12,640	13,425	14,600	17,750	19,650
7	13,200	13,950	15,175	18,575	20,500
8	13,760	14,525	15,875	19,225	21,350
9	14,320	15,100	16,575	19,875	22,200
10	14,880	15,700	17,275	20,875	23,050
11	15,440	16,300	18,075	22,750	23,975
12	16,000	17,050	18,875		
13	16,570	17,800	19,675		
14	17,150	18,850	20,525		

Vacations are governed by Board Policy No. 4433.

Professional Development
Program Certificate:

- 1st Cert. - Stipend of \$100 per year
- 2nd Cert. - Stipend of \$200 per year
- 3rd Cert. - Stipend of \$300 per year

The stipends are not cumulative—rather they are paid as per certificate. Stipends are to be paid when certificate is received. Prior notification of receipt of certificate must be given to Superintendent of Schools.

Salary increments are granted upon the recommendation of the Superintendent of Schools.

RUTHERFORD PUBLIC SCHOOLS
SECRETARIAL SALARY GUIDE
1987 - 1988

<u>Step</u>	<u>10 Month</u>	<u>11 Month</u>	<u>12 Month</u>	<u>Adminis.</u>	<u>Supts. Secy.</u>
1	\$10,625	\$11,700	\$12,700	\$15,500	\$16,600
2	11,225	12,225	13,250	16,110	17,500
3	11,825	12,750	13,800	16,720	18,400
4	12,425	13,275	14,350	17,330	19,300
5	13,025	13,800	14,920	17,940	20,200
6	13,625	14,325	15,490	18,550	21,100
7	14,225	14,850	16,060	19,450	22,000
8	14,825	15,375	16,625	20,225	22,900
9	15,425	15,900	17,525	21,000	23,800
10	16,025	16,575	18,425	21,775	24,700
11	16,625	17,275	19,325	24,460	25,775
12	17,225	17,975	20,225		
13	17,825	18,675	21,125		
14	18,450	20,275	22,065		

Vacations are governed by Board Policy No. 4433.

Professional Development
Program Certificate:

- 1st Cert. - Stipend of \$100 per year
- 2nd Cert. - Stipend of \$200 per year
- 3rd Cert. - Stipend of \$300 per year

The stipends are not cumulative--rather they are paid as per certificate. Stipends are to be paid when certificate is received. Prior notification of receipt of certificate must be given to Superintendent of Schools.

Salary increments are granted upon the recommendation of the Superintendent of Schools.

RUTHERFORD PUBLIC SCHOOLS
CUSTODIAL SALARY GUIDE
BUS DRIVER-MAINTENANCE
1985 - 1986

<u>Step</u>	<u>Messenger</u>	<u>Custodian Matron</u>	<u>Bus Driver</u>	<u>Maint. Class A</u>	<u>Maint. Class B</u>
1	\$11,000	\$14,750	\$16,000	\$19,250	\$17,500
2	11,600	15,325	16,500	19,750	18,150
3	12,200	15,925	17,000	20,250	18,720
4	12,900	16,425	17,500	20,750	19,290
5	13,600	16,975	18,000	21,250	19,860
6	14,425	17,500	18,500	22,000	20,430
7	14,900	18,025	19,000	22,800	21,000
8	15,500	18,700	19,750	23,525	21,570
9		19,520	20,570	24,250	22,150

No person in the employment of the Board of Education as of June 1, 1970 will at any time in the future be transferred involuntarily to the evening shift.

Employees working the second or third shift shall be paid the 8% and 10% differential respectively, when working these shifts.

Stipends will be paid as follows:

Head Custodian - High School	\$2,500
Head Custodian - Union School	1,200
Head Custodian - Pierrepont School	1,200

Hourly Rate for Part-Time Bus Driver:

Step 1	7.00
Step 2	7.25
Step 3	7.50

Vacations are governed by Board Policy No. 4433.

Effective July 1, 1983 all new full time bus drivers hired will be on a ten-month contract.

Salary increments are granted upon the recommendation of the Superintendent of Schools.

RUTHERFORD PUBLIC SCHOOLS
CUSTODIAL SALARY GUIDE
BUS DRIVER-MAINTENANCE
1986 - 1987

<u>Step</u>	<u>Messenger</u>	<u>Custodian Matron</u>	<u>Bus Driver</u>	<u>Maint. Class A</u>	<u>Maint. Class B</u>
1	\$11,800	\$15,500	\$16,750	\$20,000	\$18,525
2	12,400	16,150	17,425	20,700	19,200
3	13,000	16,800	18,100	21,400	19,875
4	13,700	17,450	18,775	22,100	20,550
5	14,400	18,000	19,450	22,750	21,225
6	15,100	18,575	20,150	23,500	21,900
7	15,800	19,175	20,850	24,250	22,575
8	16,500	19,750	21,550	25,000	23,250
9		21,100	22,235	26,200	23,945

No person in the employment of the Board of Education as of June 1, 1970 will at any time in the future be transferred involuntarily to the evening shift.

Employees working the second or third shift shall be paid the 8% and 10% differential respectively, when working these shifts.

Stipends will be paid as follows:

Head Custodian - High School	\$2,500
Head Custodian - Union School	1,200
Head Custodian - Pierrepont School	1,200

Hourly Rate for Part-Time Bus Driver:

Step 1	7.50
Step 2	7.75
Step 3	8.00

Vacations are governed by Board Policy No. 4433.

Effective July 1, 1983 all new full time bus drivers hired will be on a ten-month contract.

Salary increments are granted upon the recommendation of the Superintendent of Schools.

RUTHERFORD PUBLIC SCHOOLS
CUSTODIAL SALARY GUIDE
BUS DRIVER-MAINTENANCE
1987 - 1988

<u>Step</u>	<u>Messenger</u>	<u>Custodian Matron</u>	<u>Bus Driver</u>	<u>Maint. Class A</u>	<u>Maint. Class B</u>
1	\$12,500	\$16,000	\$18,073	\$20,500	\$19,000
2	13,150	16,700	18,802	21,450	19,850
3	13,800	17,400	19,530	22,400	20,700
4	14,450	18,175	20,258	23,350	21,575
5	15,100	18,950	20,987	24,300	22,400
6	15,750	19,525	21,742	25,250	23,250
7	16,450	20,150	22,497	26,200	24,100
8	17,150	20,825	23,252	27,200	24,950
9		22,725	23,992	28,225	25,800

No person in the employment of the Board of Education as of June 1, 1970 will at any time in the future be transferred involuntarily to the evening shift.

Employees working the second or third shift shall be paid the 8% and 10% differential respectively, when working these shifts.

Stipends will be paid as follows:

Head Custodian - High School	\$2,500
Head Custodian - Union School	1,200
Head Custodian - Pierrepoint School	1,200

Hourly Rate for Part-Time Bus Driver:

Step 1	7.75
Step 2	8.00
Step 3	8.25

Vacations are governed by Board Policy No. 4433.

Effective July 1, 1983 all new full time bus drivers hired will be on a ten-month contract.

Salary increments are granted upon the recommendation of the Superintendent of Schools.

RUTHERFORD PUBLIC SCHOOLS
NON DEGREE GUIDE
1985/86 - 1986/87 - 1987/88

<u>Step</u>	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>
1	\$14,225	\$15,475	\$16,800
2	15,010	16,325	17,725
3	15,795	17,175	18,650
4	16,580	18,025	19,575
5	17,365	18,875	20,500
6	18,150	19,725	21,425
7	18,935	20,575	22,350
8	19,720	21,425	23,275
9	20,505	22,275	24,200
10	21,290	23,125	25,125
11	22,065	23,975	26,050
12	22,845	24,855	26,970

Salary increments are granted upon the recommendation of the Superintendent of Schools.

RUTHERFORD PUBLIC SCHOOLS
AIDES GUIDE
1985/86 - 1986/87 - 1987/88

	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>
Step 1	\$4.00	\$4.25	\$4.50
Step 2	4.25	4.50	4.75
Step 3	4.50	4.75	5.00
Step 4	4.75	5.00	5.25
Step 5	5.00	5.25	5.50
Step 6	5.25	5.50	5.75
Step 7	5.50	5.75	6.00

One personal day shall be allowed per school year. Aides will be granted one sick day per each month worked during any given school year. Said leave is pro-rated to actual hours worked and is not accumulative.

RUTHERFORD PUBLIC SCHOOLS
ATHLETICS
SALARY GUIDE 1985/86 - 1986/87 - 1987/88

	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>
Athletic Director	\$3,242	\$3,469	\$3,729
Football Head	3,054	3,268	3,513
Assistant	1,813	1,940	2,086
Assistant	1,813	1,940	2,086
Assistant	1,813	1,940	2,086
Assistant	1,813	1,940	2,086
Boys Basketball Head	2,480	2,654	2,853
Assistant	1,528	1,635	1,758
Assistant	1,528	1,635	1,758
Girls Basketball Head	2,480	2,654	2,853
Assistant	1,528	1,635	1,758
Baseball Head	2,196	2,350	2,526
Assistant	1,528	1,635	1,758
Assistant	1,528	1,635	1,758
Girls Softball Head	2,196	2,350	2,526
Assistant	1,528	1,635	1,758
Assistant	1,528	1,635	1,758
Soccer Head	2,196	2,350	2,526
Assistant	1,528	1,635	1,758
Assistant	1,528	1,635	1,758
Boys Indoor Track Head	2,196	2,350	2,526
Assistant	1,528	1,635	1,758
Girls Indoor Track Head	2,196	2,350	2,526
Boys Spring Track Head	2,196	2,350	2,526
Assistant	1,528	1,635	1,758
Assistant	1,528	1,635	1,758
Girls Spring Track Head	2,196	2,350	2,526
Assistant	1,528	1,635	1,758
Boys Cross Country Head	2,196	2,350	2,526
Girls Cross Country Head	2,196	2,350	2,526
Wrestling Head	2,480	2,654	2,853
Assistant	1,528	1,635	1,758
Assistant	1,528	1,635	1,758

	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>
Volleyball Head	\$2,196	\$2,350	\$2,526
Assistant	1,528	1,635	1,758
Swimming Head	2,300	2,300	2,473
Equipment Manager/Trainer	2,000	2,000	2,150
Boys Tennis Head	2,196	2,350	2,526
Assistant *	1,528	1,635	1,758
Girls Tennis Head	2,196	2,350	2,526
Assistant	1,528	1,635	1,758
Bowling	1,142	1,142	1,228

RUTHERFORD PUBLIC SCHOOLS
HIGH SCHOOL STUDENT BODY ACTIVITIES
SALARY GUIDE 1985/86 - 1986/87 - 1987/88

	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>
2 Class Sponsors - 12th @ \$571-\$611-\$657	\$1,142	\$1,222	\$1,314
2 Class Sponsors - 11th @ \$475-\$508-\$546	950	1,016	1,092
2 Class Sponsors - 10th @ \$381-\$408-\$439	762	816	878
1 Class Sponsor - 9th	263	281	302
6 Intramurals @ \$764 - \$817 - \$878	4,584	4,902	5,268
Senior Play Director	811	868	933
Senior Play Music Director (if musical)	669	716	770
Senior Play Choreographer	287	307	330
Stage Crew Director	1,049	1,122	1,206
Vocal Ensemble (Special Chorus)	334	357	384
Audio Visual	1,432	1,532	1,647
Yearbook-Art and Literary	1,432	1,532	1,647
Yearbook-Business	764	817	878
Newspaper	764	817	878
All School Play Director	811	868	933
Forensic	764	817	878
G.O. Collector	1,192	1,275	1,371
Student Council	1,218	1,303	1,401
Band Director	1,685	1,803	1,938
Band (Aide H.S. Band)	561	600	645
Band Front Director *	534	571	614
6 Cheerleader Coaches @ \$1,000-\$1,428-\$1,535	6,000	8,568	9,210
Fall Varsity, Fall J.V.			
2 Winter Varsity,			
2 Winter J.V.			
Advisor to Math Team	389	416	447
National Honor Society	287	307	330
2 Decathlon @ \$900 - \$900 - \$968	1,800	1,800	1,936

RUTHERFORD PUBLIC SCHOOLS
 ELEMENTARY SCHOOL STUDENT BODY ACTIVITIES
 SALARY GUIDE 1985/86 - 1986/87 - 1987/88

	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>
Elementary Band - Union	\$764	\$817	\$878
Elementary Band - Pierrepont	764	817	878
Intramurals - Union	570	610	656
Intramurals - Pierrepont	570	610	656
Safety Patrol Advisor - Union	228	244	262
Safety Patrol Advisor - Pierrepont	228	244	262
Yearbook Advisor - Union	228	244	262
Yearbook Advisor - Pierrepont	228	244	262
Student Council - Union	228	244	262
Student Council - Pierrepont	228	244	262
Choral Director - Union	228	244	262
Choral Director - Pierrepont	228	244	262
Newspaper - Pierrepont	179	192	206
Poetry Booklet - Union	140	150	161
School Store - Pierrepont	140	150	161
Computer Specialist - Union	1,284	1,374	1,477
Computer Specialist - Pierrepont	1,284	1,374	1,477

The Board reserves the right to cancel any activity if insufficient students participate.

GENERAL:

Except as this Agreement shall hereinafter or 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 terms of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce nor otherwise detract from any employee benefit existing prior to its effective date.

This Agreement shall become effective as of July 1, 1985 and shall continue in effect until June 30, 1988.

APPROVED:

 President, Rutherford Education
 Association

 President, Rutherford Board of Education

 Secretary, Rutherford Education
 Association

 Secretary, Rutherford Board of Education

 Date of Approval

 Date of Approval

Separability

If any provision 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.