

F

2028

AGREEMENT

between

HIGH POINT REGIONAL HIGH SCHOOL  
BOARD OF EDUCATION

and

HIGH POINT EDUCATION ASSOCIATION

---

JULY 1, 1991 through JUNE 30, 1994

---

TABLE OF CONTENTS

<u>ARTICLE</u>		<u>PAGE</u>
I	RECOGNITION	1
II	NEGOTIATION PROCEDURE	3
III	GRIEVANCE PROCEDURE	4
IV	TEACHER RIGHTS	8
V	ASSOCIATION RIGHTS AND PRIVILEGES	9
VI	TEACHER WORK YEAR	12
VII	TEACHING LOAD	13
VIII	TEACHER EMPLOYMENT & CERTIFICATION	18
IX	SALARIES	21
X	TEACHER RECORDS	25
XI	TEACHER FACILITIES	26
XII	SICK LEAVE	28
XIII	TEMPORARY LEAVES OF ABSENCE	30
XIV	EXTENDED LEAVES OF ABSENCE	32
XV	SABBATICAL LEAVE	36
XVI	SUBSTITUTES	38
XVII	CHAPERONES	40
XVIII	DEDUCTION FROM SALARY	42
XIX	MISCELLANEOUS PROVISIONS	46
XX	BOARD RIGHTS	49
XXI	INSURANCE	51
XXII	GRADUATE CREDIT REIMBURSEMENT	53
XIII	PROFESSIONAL ADVISORY COUNCIL	55
XXIV	REPRESENTATION FEE	57
XXV	DURATION OF AGREEMENT	60

ARTICLE I  
RECOGNITION

A. The Board hereby recognizes the High Point Education Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for all full-time and regularly contracted part-time certificated personnel employed by the Board, under contract, to include:

1. Classroom Teachers
2. Nurses
3. Librarian
4. Guidance Staff
5. Speech Therapist
6. L.D.T.C.
7. Supplemental Instructor
8. Social Worker
9. School Psychologist
10. Reading Specialists
11. Student Assistant Counselor
12. Trainer/Teacher

but excluding:

1. The Superintendent
2. Principal
3. Business Manager
4. Assistant Superintendent in charge of Instruction and Curriculum
5. Assistant Principal

6. Department Supervisor

7. Athletic Director

B. Unless otherwise indicated, the term "teachers" when used hereinafter in this Agreement, shall refer to all certificated employees represented by the Association in the negotiation unit as above defined, and reference to male teachers shall include female teachers.

C. All certificated personnel who are employed on a five (5) day per week, ten (10) month basis shall be considered full-time personnel.

ARTICLE II

NEGOTIATION PROCEDURE

- A. The negotiation procedure shall provide that the parties will enter into collective negotiations as required by Chapter 123, Public Laws of 1974. Such negotiations shall commence in accordance with the rules and regulations of the Public Employment Relations Commission in the calendar year preceding the calendar year in which this Agreement expires.
  
- B. The Board agrees not to negotiate concerning said employees in the negotiating unit as designated in ARTICLE I of the Agreement, with any organization other than the Association for the duration of this Agreement.
  
- C. At the outset of negotiations, a meeting will be held between the parties to determine mutually acceptable ground rules for the negotiations sessions.

## ARTICLE III

### GRIEVANCE PROCEDURE

A grievance is a claim by a teacher or the A the interpretation, application, or violation of policies and administrative decisions affecting a teacher or group of teachers. The teacher shall have the right to present his own appeal or designate any other person to appear with him or for him at any step in this appeal. The Superintendent shall be informed of the representative at least five (5) days prior to the hearings.

#### A. Procedures

1. Any teacher who has a grievance shall, within thirty (30) days of its occurrence, discuss it first with the department supervisor 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 teacher within ten (10) school days, he shall set forth his complaint in writing to the department supervisor and principal. The written grievance shall contain the following elements:
  - (a) The nature of the grievance and the date occurred;
  - (b) The specific sections of the Agreement or Board policy alleged to have been violated;
  - (c) The results of the previous discussions;

(d) The employee's dissatisfaction with the decision previously rendered;

(e) The relief sought.

The principal shall communicate his decision to the teacher and the Association in writing within three (3) school days of receipt of the written complaint.

3. If no decision is rendered by the principal within five (5) school days, or if the "grievance" is not thus resolved to the teacher's satisfaction, the teacher may appeal the principal's decision to the Superintendent within five (5) school days. The appeal to the Superintendent must be made in writing and must set forth the grounds upon which the grievance is based. The Superintendent shall request a report on the grievance from the principal, may confer with the concerned parties, and, upon request, with the employee or the principal separately. He shall resolve the matter as quickly as possible and in any event, within ten (10) school days. The Superintendent shall communicate his decision in writing along with the supporting reasons, to the employee, the principal and the Association.
4. If no decision is rendered by the Superintendent within ten (10) school days, or if the grievance is not thus resolved to the teacher's satisfaction, he may request

a review by the Board of Education. The request shall be submitted in writing to the Secretary of the Board of Education within ten (10) school days of the Superintendent's response, or the day that the response was due.

The Board, or a committee thereof, may review the grievance, hold a hearing with the employee, unless waived by the employee and render a decision in writing within thirty (30) calendar days of the request for review.

5. If a grievance is not resolved to the teacher's satisfaction, it may be submitted to a third party for advisory arbitration if it concerns Board policies or administrative decisions and binding arbitration if it concerns matters contained in this agreement. If the parties are unable to agree upon an arbitrator, a request for a list of arbitrators may, within ten (10) school days of the teacher's receipt of the Board's decision, be made to the American Arbitration Association. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

**B. Miscellaneous Procedures**

1. A grievance affecting a group or class of teachers may be filed by the Association with the Superintendent



directly. When filing a group grievance, the Association shall identify the grievance as such in writing.

2. All meetings and hearings under this procedure shall not be conducted in public without the consent of all parties, and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this ARTICLE.
3. During the time that a grievance is being processed as outlined in steps 1 through 5, all teachers and the grievant shall continue to perform their contractual obligations under the direction of the Superintendent.
4. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file in the central office, and shall not be kept in the personnel file of any of the participants, and shall be available to only the individual person and the Superintendent.
5. In the event a grievance is filed at such time that it cannot be processed through all of the steps in this grievance procedure by the end of the school year, the time limits set forth herein shall be reduced, at the request of either party, so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

ARTICLE IV  
TEACHER RIGHTS

- A. Pursuant to Chapter 123, Public Laws 1974, the Board and the Association hereby recognize that as hereinafter provided, public employees shall have, and shall be protected in the exercise of, the right freely and without fear of penalty or reprisal, to form, join and assist any employee organization or to refrain from any such activity.
  
- B. No teacher shall be prevented from wearing pins or other jewelry as identification of membership in the Association or its affiliates.
  
- C. No teacher shall be reprimanded in writing without just cause. Adverse evaluation of professional performance shall not be considered a reprimand.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

- A. Representatives of the Association, the New Jersey Education Association, and the National Education Association shall be permitted to transact official Association business on school property, provided the Association complies with the provisions as outlined in the Board's Administrative Regulation No. 1330 regarding use of facilities.
  
- B. The Association and its representatives shall have the privilege to use school buildings at all reasonable hours for meetings. The principal or superintendent shall be notified in advance of the intended time and place of such meeting. Prior approval of the superintendent or principal must be obtained. Approval will be granted unless normal school operations are affected.
  
- C. The Association may use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times within the school building, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to such use.

- D. The Association shall have the privilege to purchase expendable office supplies and other materials from the Board's suppliers at the price paid by the Board if other bid stipulations are met, and subject to approval of the superintendent.
- E. Representatives designated in writing by the Association shall have the privilege to use the inter-school mail facilities and school mail boxes insofar as the normal operation of the school is not affected.
- F. The Board shall grant leave with pay to the president of the Association or his designee for Association business during his term in office with approval of the superintendent.
- G. The Association shall have access to information prepared for or available to the general public, including annual financial audits, register of certificated personnel, and names and addresses of all teachers. A copy of official agenda and minutes of public Board meetings will be given to the president of the Association.
- H. Whenever any representative of the Association participates in negotiations, grievance proceedings, arbitration proceedings, or other contract disputes, and these meetings are scheduled during working hours by mutual agreement

between representatives of the Association and the Board, he shall suffer no loss of pay.

- I. The Association President shall be relieved of one (1) supervisory period per day during his/her term of office.

ARTICLE VI

TEACHER WORK YEAR

- A. The days that school shall be in session shall be designated by the Board of Education before entering into a written agreement with the Association. Duly designated representatives of the Association shall be consulted before formal adoption of the school calendar.
  
- B. The teacher work year shall be established by the Board of Education concurrently with the school calendar after consultation with duly designated representatives of the Association.
  
- C. The in-school work year for ten (10) month employees shall not exceed 182 days, of which two (2) days shall be scheduled as in-service workshop or orientation. No teacher shall be required to report before September 1.
  
- D. Teachers are required to remain in the building until 3:00 P.M. for the 1991-1992 school year.

ARTICLE VII  
TEACHING LOAD

- A. As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities, but they shall not be required to "clock in" or "clock out" by hours and minutes. Teachers shall indicate their presence for duty by turning the appropriate tags on the faculty "sign-in" board.
- B. 1. A desired range for the minimum number of students and an upper limit for the maximum number of students, which teachers shall have in their regular classes shall be established by the Superintendent after consultation with representatives of the Association. This consultation shall be scheduled so as to insure the implementation of the findings of the Superintendent.
2. Teacher load shall be allowed to rise somewhat above the desired maximum in emergency situations as determined by the Superintendent.
3. Maximum limits for teachers' load shall take into account the types of teaching needed to give students high quality instruction in each of the various subject fields.

4. During the life of this contract the student council advisor will have no duty period assignment.
- C.
1. The provisions of Article VII (C) shall be in effect for the 1991-1992 school year only.
  2. Assignments for classroom teachers shall be scheduled for five (5) classes, one (1) supervisory and one (1) preparation period. The normal limits of preparation are not to exceed three (3). Extra classes and/or additional preparation beyond the designated teaching load will be offered to all qualified teachers. If no teacher volunteers for a required sixth period and/or additional preparation, the administration retains the right to assign same, after consultation with the applicable department chairperson and the teacher so assigned. The Board shall make good faith efforts to notify all potentially affected teachers during the summer vacation period prior to making any such assignments.
  3. An administrative decision requiring a sixth period and/or additional preparation shall be subject to an expedited grievance at the principal/superintendent level.
  4. It is understood that the time block for the sixth class will come from the supervisory period.



5. For the 1991-1992 school year teachers will not be assigned to any duties between 2:25 and 3:00 p.m.

D. 1. Beginning in the 1992-1993 school year, the following schedule provisions shall apply.

2. Teachers shall report to work at 7:45 a.m. Teachers will be available as needed to provide after-school help, except that no teacher shall leave earlier than 2:47 p.m. The class schedule is as follows:

<u>Period</u>	<u>Time</u>
1	7:55-8:39
2	8:43-9:27
3	9:31-10:12
4	10:16-10:57
5	11:01-11:42
6	11:46-12:27
7	12:31-1:12
8	1:16-1:57
9	2:01-2:42

3. The standard schedule for classroom teachers shall be five instructional periods, one supervisory period, one lunch period, and two preparation periods. All teachers, with the exception of science teachers, will normally not be assigned to more than five instructional classes per day or twenty-five instructional classes per week. If the Board desires a

teacher to work a sixth instruction period, a teacher who volunteers will be assigned to a sixth teaching period and not be assigned a duty period for any day in which a sixth period is taught. If no volunteers come forth for the sixth teaching period, the administration has the right to assign teachers to work for a sixth teaching period. Teachers who are involuntarily assigned to a sixth teaching period will be paid at a rate of 1/7 of their daily pay.

4. Assignment of science teachers shall be as follows:  
Science teachers who are assigned 27 or fewer instructional periods a week shall receive supervisory assignments so that the total number of pupil contact periods will not be greater than 30 per week. Teachers assigned to 27 or fewer instructional period per week shall receive no extra compensation for such instructional work. If the administration wishes a science teacher to teacher 28 or more instructional periods per week, the administration will first solicit volunteers for such assignment, and a teacher volunteering to teach 28 or more instructional periods per week will receive one less supervisory period for each period in excess of 27 which the staff member teaches per week. If no science teacher volunteers to teach 28 or more instructional periods per week, the administration has a right to assign a science teacher

to the extra instructional periods, with the teacher receiving  $1/7$  more pay than the daily rate of pay for each period they teach in excess of 27 classes per week.

ARTICLE VIII

TEACHER EMPLOYMENT & CERTIFICATION

- A. The Board agrees to hire only teachers holding standard or otherwise approved certificates issued by the New Jersey State Board of Examiners, or the County Superintendent, for every regular teaching position.
  
- B. Each teacher shall be placed on his proper step of the salary schedule, as determined by the Board of Education.
  
- C.
  - 1. The High Point Regional Board of Education, in accordance with Title 18A:29-14, reserves the right to withhold, for inefficiency, or other good cause, the employment increment or the adjustment increment, or both, of any teacher in any year by a majority vote of all the members of the Board of Education. It shall be the duty of the Board of Education, within ten (10) days, to give written notice of such action, together with reasons therefore, to the teacher concerned.
  - 2. Recommendations for withholding increments for reasons of inefficiency shall be made in accordance with teacher evaluation procedures as outlined in this agreement and Board policy.
  - 3. A supervisor or principal shall not forward any recommendation to withhold a teacher's increment

through the superintendent to the Board unless at least ninety (90) calendar days prior thereto, and in no case later than April 15 of the preceding school year in which such action would take effect, the principal has given to the teacher written notice of the alleged causes for the recommendations specifying the nature thereof with such particulars as to furnish the teacher with an opportunity to correct and overcome the same.

4. Once a recommendation for withholding a teacher's increment is forwarded to the teacher and the Board, the teacher may within ten (10) school days file a grievance commencing at step 4 of the Grievance Procedure. The Board shall take no action on the recommendation until the grievance is heard by the Board.
5. Any employment increment or adjustment increment withheld under this provision shall be reviewed the following year using standard evaluation procedures. If conditions which caused the increment to be withheld have been corrected, the teacher will be placed on his proper step of the salary schedule. Further withholding of an increment can only be accomplished by again following the procedures in this ARTICLE.

D. Teachers shall be notified of their contract and salary status for the ensuing year no later than April 30.

- E. Extra-curricular teachers shall be appointed by the superintendent after consultation with the supervisor of the activity.
- F. All contractual positions available at High Point Regional High School shall be publicized by the superintendent. All qualified teachers shall be given adequate opportunity to make application for such positions and no positions shall be filled until all properly submitted applications have been considered. The Board agrees to give due weight to the professional background and attainments of all applicants and other relevant factors. In filling such vacancies, consideration shall be given to qualified teachers already employed by the Board. The requirement shall not apply in the case of an emergency hiring situation. An emergency hiring situation shall exist when a vacancy occurs unexpectedly and without notice to the Board.
- G. Person certificated by the New Jersey State Board of Examiners to supervise instruction shall be the only personnel who will prepare written evaluations of teachers which may effect salary or employment status.

ARTICLE IX

SALARIES

- A. 1. The salaries of all teachers covered by this Agreement are set forth in Schedule "A-1" for 1991-1992, Schedule "A-2" for 1992-1993, and Schedule "A-3" for 1993-1994, which are attached hereto and made a part hereof.
2. The salary guide for extra-compensation positions are set forth in Schedule "B-1" for 1991-1992, Schedule "B-2" for 1992-1993 and Schedule "B-3" for 1993-1994, which are attached hereto and made a part hereof.
- Assistant coaches who move to head coach shall be granted one year of credit on the head coaches guide for every two years of assist coaching experience.
3. When a pay day occurs on a working Monday, teachers will receive their paychecks on the previous Friday after 2:00 p.m.
- B. 1. Teachers employed on an eleven (11) or twelve (12) month basis shall be paid in twenty-four (24) semi-monthly installments. Eleven (11) month personnel shall be compensated at the additional rate of ten (10%) percent; twelve (12) month personnel shall be compensated at an additional rate of twenty (20%) percent.

2. Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments.
3. When a pay day falls on or during a school holiday vacation or weekend, teachers shall receive their pay checks on the last previous working day.
4. Payment of extra-curricular teachers will be made at the end of the activity; except for full-year activities which shall be paid half at mid-year and half at the last check of the school year.
5. Teachers shall receive their final checks on the last working day in June, provided said teachers have fulfilled all professional responsibilities.
6. Recognizing the value of ongoing curriculum development and revision, the Board of Education will endeavor to establish funds for research and development. Workshops will be planned, priorities established and administered by the high school administration after receiving recommendations from departmental supervisors.
7. Teachers employed in summer workshops approved by and totally funded by the local Board of Education will be paid at the rate of One Hundred dollars (\$100.00) per day or fourteen dollars (\$14.00) per hour. The work day will coincide with the normal school day.



8. Effective July 1, 1991, longevity shall be paid as follows after completion of the below listed years of service within the High Point Regional School District:

12 Years	\$700 per year
17 Years	\$700 per year
21 Years	\$700 per year
25 Years	\$700 per year

Longevity for 25 years of service shall only be for service in High Point.

All staff members covered by this Agreement who were employed by the Board as of June 30, 1986, shall be credited with prior service with other school districts, as previously granted, for purposes of the longevity benefit.

9. A longevity payment of two hundred dollars (\$200.00) per year will be added to an extra-curricular salary after the fifth (5) year, three hundred dollars (\$300.00) after the eighth (8) and five hundred dollars (\$500.00) after the eleventh (11) year of service at High Point in that extra-curricular position.
10. Teachers who are currently receiving a ratio stipend, or once received it and begin to receive it again in the future, shall be considered "grandfathered" as of July 1, 1988. The individuals enjoying said ratio shall continue to receive it; however, upon their separation from the district, the ratio for that position shall cease.

All ratios for unit positions, except as provided for above, shall be abolished effective July 1, 1988.

11. Newly hired teachers shall be given prior service credit (and hence guide placement) up to the maximum of their actual experience, but in no event shall they be placed on a higher step than existing teaching staff members with equal years of experience. The Board shall have complete discretion in terms of granting credit for a teacher's previous private and parochial school experience.
12. Teachers who are currently employed by the Board as of June 30, 1991 will be placed in the guide following completion of graduate degree programs consistent with the past practice in the district. For teachers hired on or after July 1, 1991, the Board will grant credit for approved courses for guide placement purposes only after a degree is conferred. No credit previously earned during a degree program can be awarded as an "after degree" graduate credit for teachers hired on or after July 1, 1991.

ARTICLE X

TEACHER RECORDS

- A. A teacher shall have the right, upon request, to review the contents of his personnel file and to make copies of any documents contained therein, except as to those pre-employment materials which have been deemed confidential in nature by an outside party providing the material. Teachers shall be made aware of new materials that are to be placed in their personnel file. Materials in the personnel file shall be subject to the grievance procedure.

ARTICLE XI  
TEACHER FACILITIES

- A. The Board recognizes the following physical facilities as desirable and will provide them to the best of their ability.
1. Space in each classroom in which teachers may store instructional materials and supplies;
  2. A lounge and/or work-study room for the teachers
  3. A serviceable desk, chair and filing accommodations for the exclusive use of each teacher;
  4. Well lighted and clean teacher rest rooms, separate for each sex and separate from the students' rest room;
  5. A separate, private dining area for the use of the teacher;
  6. Suitable closet space for each teacher to store coats, overshoes, and personal articles;
  7. Copies, exclusively for each teacher's use, of all texts used in each of the courses he is to teach;
  8. Adequate chalkboard space in every classroom;
  9. Adequate books, paper, pencils, pens, chalk, erasers, and other such material required in daily teaching responsibility.

- B. The Association shall be allowed to install and be required to maintain vending machines in the teacher's lounge and teachers' lunchroom areas.
- C. In order to permit freedom of use both during and after regular school hours, all teachers shall have access to keys to the faculty lounge, lavatories, and teacher work area.
- D. The board shall provide gym uniforms for physical education teachers, smocks for art and home economics teachers, laboratory coats for laboratory science teachers, shop coats for vocational and industrial arts teachers.
1. The Board shall determine the purchasing procedure and amounts of money allocated for these items.
  2. These items shall be requested through the regular departmental budgeting procedure. Individuals may indicate a maximum of three choices to aid the Board in the selection of the desired type of item.
  3. It is recognized that these items are the property of the Board of Education and each individual is responsible for maintaining the appearance and conditions of these items in a reasonable manner. The Board may request that items be turned in before replacements are issued. The Board shall have the right to require teachers to wear uniforms when said teachers have requested the uniforms from the Board.

ARTICLE XII

SICK LEAVE

- A. All teachers employed on a full-time basis by the Board of Education shall be entitled to twelve (12) sick leave day each school year as of the first official day of said school year (September 1, 1970). Unused sick leave days shall be accumulated from year to year with no maximum limit.
- B. Teachers shall be given a written accounting of accumulated sick leave days no later than September 30th of each school year.
- C. Teachers shall be entitled to pay for accumulated sick leave based upon the following conditions:
1. Ten (10) years of service with the High Point Regional School District
  2. Actual retirement rather than vesting or any other separation from the school district
  3. Compensation at the time of retirement shall be as follows: If the Board does not adopt the early retirement option, change Article XII(A)(3) as follows:  
a) \$65 per day to a maximum of 130 compensable days for retirements effective July 1, 1992; b) \$65 per day to a maximum of 140 compensable days for retirements effective July 1, 1993; and c) \$65 per day to a maximum

of 150 compensable days for retirements effective July 1, 1994. If the Board does adopt the early retirement option, change Article XII(A)(3) as follows: a) \$60 per day to a maximum 120 compensable days for retirements effective July 1, 1992; b) \$60 per day to a maximum of 130 compensable days for retirements effective July 1, 1993; and c) \$60 per day to a maximum of 140 compensable days for retirements effective July 1, 1994.

ARTICLE XIII

TEMPORARY LEAVES OF ABSENCE

- A. Teachers shall be entitled to personal leave up to a total of five (5) days. This absence is not chargeable to sick leave nor is it accumulative.

Personal leave may be granted for the following reasons:

- (a) Death in the immediate family. (Immediate family to include: mother, father, husband, wife, sister, brother, son or daughter, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law, or daughter-in-law.)
- (b) Serious illness in the immediate family. Leave will be granted for serious illness within immediate family. Supportive testimony by a physician may be required by the administration.
- (c) Court Subpoena
- (d) Personal business which cannot be handled outside of school hours.
- (e) Time necessary for persons called into temporary active duty of any unit of United States Reserve or State National Guard. A teacher shall be paid his regular pay in addition to any pay which he receives from the State or Federal Government, provided such obligations cannot be fulfilled on days when school is not in a session.



All requests for personal leave are subject to approval by the superintendent and must be made in writing at least one (1) week prior to intended absence. In the case of an emergency, the superintendent should be notified as soon as possible.

Additional personal days may be granted by the superintendent in emergency situations.

## ARTICLE XIV

### EXTENDED LEAVES OF ABSENCE

#### A. Maternity Leave of Absence

##### 1. General Policy Statement

The Board of Education shall grant leave of absence for maternity, without pay, to any regularly employed certified staff member, upon written request for such leave, accompanied by the proper certification of pregnancy by the employee's physician.

##### 2. Application for Leave

(a) The employee shall notify the administration as soon as pregnancy is determined. This notification is to include the expected date of delivery and attending physician's name, address and telephone number.

(b) Upon receipt of this notification, a medical capability report will be mailed to the physician and a date determined for termination of active service.

(c) At least five (5) months before the termination date, an application for maternity leave must be filed with the superintendent.

##### 3. Commencement of Leave

Leaves will normally begin on the date mutually agreed to by the employee, or physician, and the school

administration, and shall extend to the reinstatement date.

4. Employee Capability

When in the opinion of the Board, an employee's condition is in jeopardy, her job performance is declining or her absence places the progress of her students in jeopardy, the Board has the right to require a medical examination by her physician, at its expense. Upon the recommendation of the medical examiner, the Board reserves the right to place the employee on maternity leave immediately.

5. Duration of Leave

Such leave of absence shall be for a period not to exceed two (2) full calendar years beyond the date of which such leave becomes effective. However, under certain circumstances, the leave may be renewed at the discretion of the Board.

6. Time and Return from Leave

Teachers who have been on maternity leave status normally will return at the beginning of a semester. The substitute teacher, accordingly, usually will be employed on a semester-to-semester basis.

B. Adoption of an Infant Child

Any teacher adopting an infant child may receive a leave of absence under the conditions as set for Section A-1, 3, 5,

6, which leave shall commence upon receiving de facto custody of the infant, or earlier if necessary to fulfill the requirements for the adoption but in no case with less than thirty (30) days notice to the superintendent. The contract for the year in which the teacher will be returned to full-time service must be returned signed or unsigned no later than fifteen (15) days after the date of issuance.

Where both husband and wife work for the High Point Regional School District, only one or the other may apply for and receive leave under this paragraph.

C. Peace Corps, VISTA, etc.

Leave of absence without pay of up to two (2) years may be granted to any tenure teacher who joins the Peace Corps, VISTA National Teacher Corps, or serves as an exchange teacher or overseas teacher who is a full-time participant in either of such programs or accepts a Fulbright scholarship, The contract for the year in which the teacher will be returned to full-time service must be returned signed or unsigned no later than fifteen (15) days after date of issuance.

Upon return from leave as described in this section, the teacher shall be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of his leave.

D. A leave of absence may be granted to a teacher by the Board of Education for study, including study in another area of specialization, for travel or for other reasons.

ARTICLE XV

SABBATICAL LEAVE

- A. A sabbatical leave may be granted to a teacher by the Board for study or travel related to the teacher's area of current assignment, subject to the following other conditions:
1. One teacher shall be entitled to such a leave, and a second teacher may be considered for such a leave at the Board's discretion.
  2. A teacher on sabbatical leave for one (1) year having seven (7) or more consecutive years of service will receive fifty (50%) percent of the salary rate which he would have received if he remained on active duty.
  3. Requests for all sabbatical leaves must be received by the superintendent in writing no later than February 15th of the preceding school year.
  4. Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of his absence. Recipient must return for two (2) years or reimburse the Board.
- B. The accumulation for years of service to be applied to the sabbatical leave shall begin with the 1966-67 school year. No prior years of service, by any teachers of the High Point

Regional High School District, shall be counted toward sabbatical eligibility.

- C. Teachers who have been granted a sabbatical shall be eligible for a sabbatical leave thereafter with each additional seven (7) years of service.

ARTICLE XVI

SUBSTITUTES

- A. Positions which are vacant because teachers are temporarily absent or on leave shall, to the extent possible, be filled by personnel who have fully met the appropriate certification requirements of the New Jersey State Board of Examiners.
- B. The Board agrees at all times to maintain a list of substitute teachers. Except in emergencies, teachers shall call the principal or his delegate between 6:30 A.M. and 7:00 A.M. or before 11:00 P.M. of the previous evening if possible, to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute. Any teacher who substitutes for another teacher during his/her regularly scheduled preparation period shall be compensated at the rate of fifteen (\$15.00) dollars per period.
- C. It is desirable for each teacher to have an uninterrupted preparation period each day. The practice of using a regular teacher as a substitute, thereby depriving him of his preparation period shall be discouraged. In those cases where regular substitutes are not available, regular



teachers who volunteer may be used as substitutes during their non-teaching time. In the absence of volunteers, a teacher may be assigned to serve as a substitute. Such coverage shall be arranged by the principal and shall be distributed as equitably as possible among the teachers.

ARTICLE XVII

CHAPERONES

A. The practice of utilizing staff for chaperoning of athletic and social events after the regular school day will be implemented according to the following conditions:

1. Each faculty member is delegated as a professional responsibility to chaperone two (2) athletic or social events per school year.
2. Advisors to classes or organizations who receive extra-curricular pay for that position are expected to attend events sponsored by their organizations at no additional rate of pay.
3. A roster of events will be posted and staff members will be permitted a degree of selection from the list of posted activities. Those staff members who do not or cannot select on a voluntary basis from the posted list will be assigned by the building principal.
4. (a) It is a faculty member's responsibility to be on time for his assignment, follow the guidelines established for the activity, and remain in attendance until the activity is officially terminated.  
  
(b) In case of teacher absence, adjustments in assignments will be made by the principal.

5. After each faculty member has volunteered and been assigned his chaperoning responsibilities for the school year, the building principal may appoint additional faculty chaperones and compensate them at the rate of ten (\$10.00) dollars per hour of assigned duty. This compensation shall always be paid for chaperoning duties at varsity football, basketball and wrestling.
6. The calendar of events for which chaperoning assignments are needed will be determined by the administration.

ARTICLE XVIII

DEDUCTION FROM SALARY

- A. 1. The Board agrees to deduct from the salaries of its teachers dues for the High Point Education Association, the Sussex County Education Association, the New Jersey Education Association, and the National Education Association, as these teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233, Public Laws of 1969 (N.J.S.A. 52:14-15.9e) and under the rules established by the State Department of Education. Said monies together with records of any corrections shall be transmitted to the treasurer of the High Point Regional Association by the 15th of each month following the monthly pay period in which deductions were made. The Association treasurer shall disburse such monies to the appropriate association. Teacher authorization shall be in writing to the form set forth below.

- - - - - AUTHORIZATION - - - - -

NAME \_\_\_\_\_ SOC. SEC. NO. \_\_\_\_\_

SCHOOL BUILDING \_\_\_\_\_ DISTRICT \_\_\_\_\_

TO: DISBURSING OFFICER HIGH POINT REGIONAL BOARD OF EDUCATION

I hereby request and authorize the above named disbursing officer to deduct from my earnings an amount sufficient to provide for the payment of those yearly membership dues as certified by the organization indicated in equal monthly payments for all or part of the current school year and for succeeding school years. I understand that the disbursing officer will discontinue such deductions only if I file such notice of withdrawal as of the January 1 next succeeding the date on which notice of withdrawal is filed. I also agree that upon termination of employment, the disbursing officer shall deduct any remaining amount due for that current school year. I hereby waive all right and claim for said monies so deducted and transmitted in accordance with this authorization, and relieve the governing Board and all of its officers from any liability thereof. I designate the treasurer of the High Point Education Association to receive and distribute dues for the following organizations:

- High Point Education Association
- Sussex County Education Association
- New Jersey Education Association
- National Education Association

- - - - -

2. Each of the associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.
  3. Additional authorization for dues deduction may be received after August 1 under rules established by the State Department of Education.
  4. The filing of notice of a teacher's withdrawal shall be prior to December 1 and become effective to halt deductions as of January 1 next succeeding the date on which notice of withdrawal is filed.
- B. The Board agrees to deduct from teachers' salaries money for local, state and/or national association services and programs as said teachers individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to such association or associations. Any teacher may have such deductions discontinued at any time upon sixty (60) days written notice to the Board and the appropriate association.
- C. Teachers may individually elect to have ten (10%) percent of their monthly salary deducted from their pay. These funds shall be placed in a savings account by the Board of

Education and the interest paid to the association treasury  
on the final pay day in June.

ARTICLE XIX

MISCELLANEOUS PROVISIONS

- A. This agreement constitutes Board policy for the term of said Agreement. The Board and Association shall carry out the commitments contained herein and give them full force and effect as Board policy.
  
- B. 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.
  
- C. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of teachers or in the application or discipline of teachers or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, or marital status.



- D. Copies of this Agreement shall be mimeographed and the expense be borne equally by both parties. Copies of this agreement shall be presented to all teachers employed by the Board.
- E. Representatives of the Board and the Association shall, if requested by either party, meet at least once each month for the purpose of reviewing the administration and the Agreement, and to resolve problems that may arise as a result of the administration of this Agreement. Such meetings shall not replace grievance procedures.
1. Each party shall submit to the other at least three (3) days prior to the meeting an agenda covering matters they wish to discuss.
  2. All meetings between the parties shall be regularly scheduled, to take place when the teachers involved are free from assigned instructional responsibilities, unless otherwise agreed.
  3. Any agreements reached by the party regarding the administration of this Agreement shall be placed in writing and become a part of official Board of Education minutes.
- F. The Board and the Association shall exchange the following salary information during negotiations:
1. Teacher's step on guide

2. Contractual salary including extra-curricular salaries
3. Ratio status

ARTICLE XX

BOARD RIGHTS

- A. Recognizing that providing an appropriate education for children of High Point Regional High School is the paramount aim of this school district, and that good morale in the teaching staff is necessary for the best education of the children:

We hereby declare that:

1. The Board, under law, has the final responsibility of establishing policies for the district.
2. The Superintendent and his staff have the responsibility of carrying out the policies established.

- B. It is understood by all parties that under the rulings of the Courts of New Jersey and the State Commissioner of Education, the Board of Education is forbidden to waive any rights or powers granted it by law.

- C. Any and all matters regarding school policy not covered specifically in this Agreement shall be the prerogative of the Board of Education.

- D. The parties agree to follow the procedures outlined in the Agreement, to resolve any question or proposal until the procedures within this Agreement are fully exhausted.
- E. By law, the Board specifically reserves the following rights, subject to agreed procedures:
1. The right to direct employees of the school district;
  2. To maintain efficiency of the school district operations entrusted to them;
  3. To hire, promote, transfer, assign and retain employees in positions in the school district;
  4. To suspend, demote, discharge or take other disciplinary action in accordance with law and "The Teacher Evaluation Procedures -- High Point Regional" in effect September 1, 1981.

ARTICLE XXI

INSURANCE

- A. 1. The Board of Education shall provide a hospitalization plan for the employees on a single coverage basis. The Board shall also provide one hundred (100%) percent for the PACE plan.
2. Effective July 1, 1983, the health care package be improved to include spin-off and laboratory x-ray services at Board expense accordance with the limited contained in the Memorandum of Understanding dated June 30, 1982.
- B. The insurance carrier shall be determined by the Board of Education. Any new carrier chosen by the Board shall provide benefits equal to or better than those provided by the previous carrier.
- C. The Board of Education shall pay one hundred (100%) percent of the premium for the existing dental insurance plan,
- D. The Board of Education shall pay one hundred (100%) percent of the premium for the existing prescription drug program. Employees shall be required to pay a \$3.00 co-pay charge for all prescription drugs.

- E. Any employee on an extended medical leave (including disability for child birth) shall remain in the insurance programs at the Board's expense for ninety (90) days after his/her sick leave expires.
  
- F. The maximum amount claimable under the major medical coverage shall be increased to an unlimited amount.
  
- G. The insurance carrier may require a staff member to obtain a second medical opinion prior to surgery.

ARTICLE XXII

GRADUATE CREDIT REIMBURSEMENT

- A. For the first year of the contract, the Board of Education shall provide reimbursement at the State College rate per graduate credit, up to a maximum of nine (9) graduate credits per year, per individual. For the second and third year of the contract, the Board shall provide reimbursement at the 1991-1992 State College rate per graduate credit plus an increase equal to the cost of living increase from September of the previous school year until September of the current school year. By way of example, if the graduate tuition rate was \$120 per credit for the 1991-1992 school year, and the cost of living change was 10% from September of 1991 until September of 1992, the Board would reimburse teachers for graduate credits at a rate of \$132 dollars for the 1992-1993 school year.
- B. Reimbursement will be made only for teachers who earn a grade of "C" or better for the graduate course.
- C. Approval of credits for reimbursement shall be subject to prior approval by the Superintendent by using the form "Request for Approval of Graduate Course(s)."

- D. Request for payment should be made at the completion of courses. This request for payment should be accompanied by a transcript or verification of course completion and a receipted bill, voucher, or check indicating the amount paid for the course(s).
  
- E. Graduate credits for reimbursement shall be calculated from September 1 to August 31 of each school year.



## ARTICLE XXIII

### PROFESSIONAL ADVISORY COUNCIL

#### A. Establishment

1. The purpose of the Council shall be to advise the Board through recommendations, based on research and evaluation, regarding matters of mutual interest relative to the educational program. These recommendations may include methods of implementation. The Council may consider, but not be limited to: advising the Board on such matters as curriculum improvement, teaching techniques, extra-curricular programs, in-service training, pupil testing and evaluation, philosophy and educational goals of the district, teacher recruitment, research and experimentation, educational specifications for buildings and other matters of mutual interest regarding the effective operation of the High Point Regional High School District.

#### B. Membership

1. The Council shall consist of four (4) representatives appointed by the Board of Education and four (4) representatives selected by the Association.

2. The Council shall establish its own rules and procedures. The Superintendent shall act as moderator for the meetings of the Council but shall have no vote.

C. Meetings

1. Regular meetings of the Council shall be conducted monthly unless otherwise determined by the Council.
2. Special meetings may be called by the Superintendent or the chairman of either party. At least one (1) week's notice shall be required before each meeting.
3. Agendas shall be initiated by the party calling the meeting and shall be available to Council members at least two (2) days prior to the meeting place.

- D.
1. The Board shall consider and study written recommendations submitted to it by the Council for action. If the Board does not accept such recommendations, it shall state the specific reasons for such action in writing to the Council.
  2. Reports of the Council must include minority as well as majority views.

## ARTICLE XXIV

### REPRESENTATION FEE

#### A. Purpose of Fee

If any employee included in the Recognition Clause 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. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.

#### B. Amount of Fee

##### 1. Notification

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 determined by the Association in accordance with the law.

##### 2. Legal Maximum

In order to adequately offset the per capita cost of services rendered by the Association as majority representative, the representation fee should be equal

in amount to the regular membership dues, initiation fees, and assessments charged by the Association to its own members, and the representation fee shall be eighty-five (85%) percent of that amount, as the maximum presently allowed by law. If the law is changed in this regard, the amount of the representation fee automatically will be increased to the maximum allowed; said increase to become effective as of the beginning of the Association membership year immediately following the effective date of the change.

C. Deduction and Transmission of Fees

1. Notification

Once during each membership year covered in whole or in part by this Agreement, the Association will submit to the Board a list of those employees who have not become members of the Association for the then current membership year.

2. Payroll Deduction Schedule

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees 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, as specified in ARTICLE XVIII.

3. Changes

The Association will notify the Board in writing of any changes in the list provided for in paragraph 1 above and/or the amount of the representation fee, and such changes will be reflected in any deductions made more than ten (10) days after the Board received said list.

4. New Employees

On or about the last day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association, a list of all employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles, and dates of employment.

D. The Board will make arrangements, if possible, for teachers to participate in a savings bond program through the Board's bank.

E. Indemnification and Save Harmless Provision

1. Liability

The Association agrees to indemnify and hold the Board harmless against any liability in damages or legal fees which may arise by reason of any action taken by the Board in complying with the provisions of this Article.

ARTICLE XXV

DURATION OF AGREEMENT

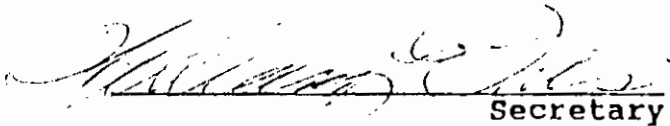
This Agreement shall be effective as of July 1, 1991 and shall continue in effect through June 30, 1994.

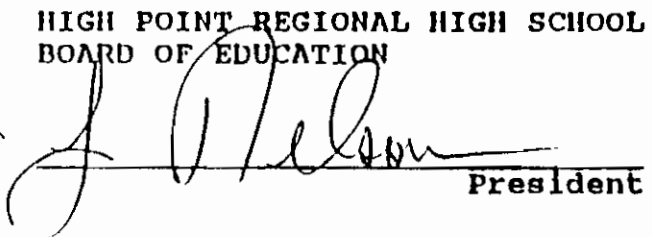
IN WITNESS WHEREOF, the Association has caused this Agreement to be signed by its President and Secretary after ratification by the members of the Association at a meeting duly called for that purpose, and the Board has caused this Agreement to be duly signed by its President and attested by its Secretary pursuant to a resolution duly adopted by the said Board the 18 day of November , 1991.

This Agreement has been executed in duplicate, one copy to be retained by the Board, and one copy to be retained by the Association, such duplicate original copy being permanently bound.

ATTEST:

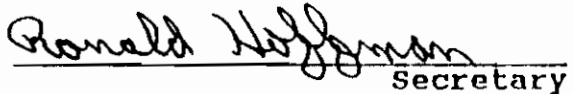
HIGH POINT REGIONAL HIGH SCHOOL  
BOARD OF EDUCATION

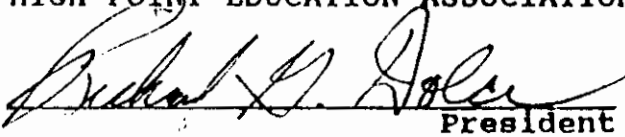
  
Secretary

  
President

ATTEST:

HIGH POINT EDUCATION ASSOCIATION

  
Secretary

  
President

**PERIOD SCHEDULE**  
**(9 Period Day Extended)**

Warning Bell 7:45

<u>Period</u>	<u>Time</u>	<u>Minutes</u>
1	7:50 - 8:32	(42)
2	8:36 - 9:18	(42)
3	9:22 - 10:02	(40)
4	10:06 - 10:46	(40)
5	10:50 - 11:30	(40)
6	11:34 - 12:14	(40)
7	12:18 - 12:58	(40)
8	1:02 - 1:42	(40)
9	1:46 - 2:26	(40)

Lunch Schedule

4 S	10:06 - 10:21	(15)
L	10:24 - 10:46	(22)
5 S	10:50 - 11:05	(15)
L	11:08 - 11:30	(22)
6 L	11:34 - 11:56	(22)
S	11:59 - 12:14	(15)
7 L	12:18 - 12:40	(22)
S	12:43 - 12:58	(15)

Buses Depart at 2:31

GUIDE FOR PLACEMENT ON GUIDE CONSIDERING EXPERIENCE

1991-92

<u>EXP.</u>	<u>PLACEMENT</u>
0	1
1	2
2	3
3	4
4	5
5-10	6
11	7
12	8
13	9
14	10
15+	11

1992-93

<u>EXP.</u>	<u>PLACEMENT</u>
0	1
1	2
2	3
3	4
4	5
5	6
6-11	7
12	8
13	9
14	10
15+	11

1993-94

<u>EXP.</u>	<u>PLACEMENT</u>
0	1
1	2
2	3
3	4
4	5
5	6
6	7
7-12	8
13	9
14	10
15+	11



Proposed Salary Guide for 1991-92 A-1

High Point Regional High School

Step	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	MA+60	DOCT.
1	26239	27158	28076	28994	30175	31225	32274	33586		
2	26764	27701	28637	29574	30779	31849	32920	34258	+900	
3	27289	28244	29199	30154	31382	32474	33565	34930		
4	28076	29059	30041	31024	32287	33410	34533	35937		
5	29125	30145	31164	32184	33494	34659	35824	37281		
6	30437	31503	32568	33633	35003	36220	37438	38960		
7	32012	33132	34253	35373	36814	38094	39374	40975		
8	33848	35033	36218	37403	38926	40280	41634	43326		
9	35948	37206	38464	39722	41340	42778	44216	46013		
10	38309	39650	40991	42332	44056	45588	47120	49036		
11	40933	42366	43798	45231	47073	48710	50348	52394		+2000



Proposed Salary Guide 1992-93

A-2

High Point Regional High School

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA=30	MA+60 +900	DOCT. +2000
1	27753	28724	29696	30667	31916	33026	34136	35524		
2	28308	29299	30290	31281	32554	33687	34819	36234		
3	28863	29873	30884	31894	33193	34347	35502	36945		
4	29696	30735	31775	32814	34150	35338	36526	38011		
5	30806	31884	32962	34041	35427	36659	37891	39432		
6	32194	33320	34447	35574	37023	38310	39598	41208		
7	33859	35044	36229	37414	38938	40292	41646	43339		
8	35802	37055	38308	39561	41172	42604	44036	45826		
9	38022	39353	40683	42014	43725	45246	46767	48668		
10	40520	41938	43356	44774	46598	48218	49839	51865		
11	43295	44810	46326	47841	49789	51521	53253	55417		



Step	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	MA+60 +900	DOCT. +2000
1	29393	30422	31451	32480	33802	34978	36154	37623		
2	29981	31031	32080	33129	34478	35678	36877	38376		
3	30569	31639	43356	33779	35154	36377	37600	39128		
4	31451	32552	33652	34753	36169	37427	38685	40257		
5	32627	33769	34910	36052	37521	38826	40131	41762		
6	34096	35290	36483	37676	39211	40575	41938	43643		
7	35860	37115	38370	39625	41239	42673	44108	45901		
8	37917	39245	40572	41899	43605	45122	46638	48534		
9	40269	41678	43088	44497	46309	47920	49531	51544		
10	42914	44416	45918	47420	49351	51068	52785	54930		
11	45854	47458	49063	50668	52732	54566	56400	58693		



EXTRA CURRICULAR GUIDES 1991-92

Football, Basketball, Wrestling (H)	2685	2885	3085	3285	3785
Football, Basketball, Wrestling (Asst.)	1810	2010	2235	2460	3085
Baseball, Track, Softball, Soccer Swim, F. Hockey (H)	2385	2585	2785	2985	3485
Baseball, Track, Softball, Soccer, Swim, F. Hockey (Asst.)	1610	1810	2035	2260	2785
Bowling, Golf, Wt. Training, A.V.	1510	1660	1835	2010	2435
Tennis	1960	2110	2285	2460	2885
Cross Country (H)	1660	1860	2085	2310	2855
Cross Country (Asst)	1160	1360	1585	1810	2220
Winter Track (H)	1395	1545	1845	1900	2025
Winter Track (Asst)	1095	1245	1395	1545	1845
Fall Cheerleading (Co.)	1135	1250	1435	1585	1885
Winter Cheerleading (H)	1470	1620	1810	1960	2260
Winter Cheerleading (Asst.)	1070	1220	1370	1510	1810
Skiing, Yearbook, Newspaper, Detention Supervisor	1310	1460	1635	1810	2235
Student Council	2360	2535	2710	2885	3525
Marching Band, Musical Dir., Peer Counseling Adv.	1410	1560	1735	1910	2335
Jazz Ensemble, Drama	1210	1360	1535	1710	2135
Color Guard, Drill Team, Class Adv.	875	1025	1200	1375	1810
Literary Magazine, Music Director, Tech. Dir., Choreographer	1160	1310	1485	1660	2085
Rehearsal Pianist, National Honor Soc.	775	925	1100	1275	1635
Intramural Advisor (Fall)	388	463	550	638	818
Intramural Advisor (Spring)	388	463	550	638	818
Academic Team Advisor	1600	1750	1925	2100	2435
Club Advisors: Mock Trial, Debate, FBLA, DECA, TSA, Model Congress, Model U. N.	575	725	900	1075	1410

Longevity: \$200 after 5 years  
 \$ 500 after 8 years  
 \$1000 after 11 years





**EXTRA CURRICULAR GUIDES 1992-93**

Football, Basketball, Wrestling (H)	2865	3065	3265	3405	3965
Football, Basketball, Wrestling (Asst.)	1910	2110	2360	2610	3265
Baseball, Track, Softball, Soccer Swim, F. Hockey (H)	2565	2765	2965	3165	3665
Baseball, Track, Softball, Soccer, Swim, F. Hockey (Asst.)	1710	1910	2160	2410	2965
Bowling, Golf, Wt. Training, A.V.	1610	1760	1960	2160	2615
Tennis	2060	2210	2410	2610	3065
Cross Country (H)	1760	1960	2210	2460	3035
Cross Country (Asst)	1260	1460	1710	1960	2400
Winter Track (H)	1455	1705	1965	2125	2265
Winter Track (Asst)	1245	1395	1545	1705	1965
Fall Cheerleading (Co.)	1315	1465	1615	1765	2065
Winter Cheerleading (H)	1690	1840	1990	2140	2440
Winter Cheerleading (Asst.)	1240	1390	1540	1690	1990
Skiing, Yearbook, Newspaper, Detention Supervisor	1410	1560	1760	1960	2415
Student Council	2460	2635	2835	3035	3705
Marching Band, Musical Dir., Peer Counseling Adv.	1510	1660	1860	2060	2515
Jazz Ensemble, Drama	1310	1460	1660	1860	2315
Color Guard, Drill Team, Class Adv.	975	1125	1325	1525	1990
Literary Magazine, Music Director, Tech. Dir., Choreographer	1260	1410	1610	1810	2265
Rehearsal Pianist, National Honor Soc.	875	1025	1225	1425	1815
Intramural Advisor (Fall) (1 Advisor)	438	513	613	713	908
Intramural Advisor (Spring) (1 Advisor)	438	513	613	713	908
Academic Team Advisor	1700	1850	2050	2250	2615
Club Advisors: Mock Trial, Debate, FBLA, DECA, TSA, Model Congress, Model U. N.	675	825	1025	1225	1590

Longevity: \$ 200 after 5 years  
 \$ 500 after 8 years  
 \$1000 after 11 years

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

11/11/2020 11:11:20 AM

EXTRA CURRICULAR GUIDES 1993-94

Football, Basketball, Wrestling (H)	3065	3265	3465	3605	4165
Football, Basketball, Wrestling (Asst.)	2110	2310	2510	2785	3465
Baseball, Track, Softball, Soccer Swim, F. Hockey (H)	2765	2965	3165	3365	3865
Baseball, Track, Softball, Soccer, Swim, F. Hockey (Asst.)	1910	2110	2310	2585	3165
Bowling, Golf, Wt. Training, A.V.	1810	1960	2110	2335	2815
Tennis	2260	2410	2560	2785	3265
Cross Country (H)	1960	2160	2360	2635	3235
Cross Country (Asst)	1460	1660	1860	2135	2600
Winter Track (H)	1795	1945	2095	2245	2545
Winter Track (Asst)	1395	1485	1635	1785	2085
Fall Cheerleading (Co)	1515	1665	1815	1965	2265
Winter Cheerleading (H)	1890	2040	2190	2340	2640
Winter Cheerleading (Asst.)	1440	1590	1740	1890	2190
Skiing, Yearbook, Newspaper, Detention Supervisor	1610	1760	1910	2135	2615
Student Council	2660	2835	2985	3210	3905
Marching Band, Musical Dir., Peer Counseling Adv.	1710	1860	2010	2235	2715
Jazz Ensemble, Drama	1510	1660	1810	2035	2515
Color Guard, Drill Team, Class Adv.	1075	1225	1475	1700	2190
Literary Magazine, Music Director, Tech. Dir., Choreographer	1360	1510	1760	1985	2465
Rehearsal Pianist, National Honor Soc.	975	1125	1375	1600	2015
Intramural Advisor (Fall) (1 Advisor)	488	563	688	800	1008
Intramural Advisor (Spring) (1 Advisor)	488	563	688	800	1008
Academic Team Advisor	1800	1950	2200	2425	2815
Club Advisors: Mock Trial, Debate, FBLA, DECA, TSA, Model Congress, Model U. N.	775	925	1175	1400	1790

Longevity: \$200 after 5 years  
 \$500 after 8 years  
 \$1000 after 11 years



PROPOSED SIDEBAR AGREEMENT  
CONTRACT FOR PERIOD  
JULY 1, 1991 THROUGH JUNE 30, 1995

The positions of Athletic Trainer and Student Assistant Counselor were included in Article I, "Recognition", for the duration of the contract and will be represented by the High Point Education Association concerning the terms and conditions of employment, with the exception of their placement on the salary guide and compensation, whether current or proposed.

Due to the unique nature of their positions, this was agreed to by the Superintendent and Negotiations Committees of the High Point Education Association and the High Point Board of Education.

\*\*\*\*\*

The following Home Instruction Tutor rates have been agreed upon by the High Point Education Association's Negotiations Committee and the Superintendent:

Effective April 1, 1992, home instruction rates for the remainder of the 1991-92 school year will be \$20. per hour.

Home instruction rates for the 1992-93 school year will be \$21 per hour.

Home instruction rates for the 1993-94 school year will be \$22 per hour or the median hourly county rate (whichever is the higher).

