

4-0207
10-04



AGREEMENT

between

CLINTON TOWNSHIP EDUCATION ASSOCIATION

and the

BOARD OF EDUCATION OF CLINTON TOWNSHIP

for the period

July 1, 1973 to June 30, 1977



PREAMBLE

This Agreement is entered into by and between the Board of Education of Clinton Township, Annandale, New Jersey, hereinafter called the "Board", and the Clinton Township Education Association, hereinafter called the "Association". This Agreement shall be effective as of July 1, 1973 and shall continue in effect through June 30, 1977.

ARTICLE I

RECOGNITION

1. The Board hereby recognizes the Association as the representative selected for the purposes of collective negotiation by the majority of teachers employed by the Board. The Association shall be the exclusive representative for collective negotiation concerning terms and conditions of employment of all the personnell listed below, whether under contract, on leave, on a per diem basis, employed or to be employed by the Board, including but not limited to:

Classroom Teachers
Nurses
Physical Education Teachers
Teaching Principals
Librarians
Reading Teachers
Music Teachers
Permanent Substitutes
Art Teachers
Supplemental Teachers

but excluding:

Custodians
Teachers Aides
Non-Permanent Substitutes
Cafeteria Staff
Full-Time Administrators
Secretaries
Part-Time Help
Summer Help

2. Unless otherwise indicated the term "teachers", when used hereinafter in this Agreement, shall refer to all professional employees listed above represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

ARTICLE II

SCOPE OF AGREEMENT AND NEGOTIATION PROCEDURE

1. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 303, public laws 1968. Such negotiations shall begin no earlier than October 1, nor later than October 15 of the calendar year preceding the calendar year in which this Agreement expires.
2. This Agreement incorporates the entire understanding of the parties on all matters which were the subject of negotiation. During the term of this Agreement neither party shall be required to negotiate with respect to any matter whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.
3. Representatives of the Board and the Association shall meet at a regularly scheduled time and place once a month during the school year for the purpose of reviewing and discussing the administration of the Agreement. These meetings shall not be concerned with any grievance. Each party shall submit to the other, at least three (3) school days prior to the meeting, an agenda covering matters they wish to discuss. Meetings may be cancelled by mutual consent.
4. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
5. Nothing in this Agreement which changes pre-existing Board policy, rules, or regulations shall operate retroactively unless expressly so stated.
6. Any teacher participating in negotiations during normal school hours at the request of the Board, shall be released from his assigned duties for this purpose without loss of pay.

ARTICLE III

BOARD JURISDICTION

1. The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, in accordance with applicable laws and regulations, to take whatever actions may be necessary to carry out the obligations of the Clinton Township School District.
2. It is understood that teachers shall continue to serve under the direction of the superintendent of schools and in accordance with the Board and administrative policies, rules and regulations, provided that the provisions of this Agreement shall supercede and prevail over any conflicting provisions.

ARTICLE IV

GRIEVANCE PROCEDURE

1. DEFINITION

A grievance shall mean a formal complaint instituted by a teacher(s) or the Association to appeal (a) the interpretation of policies, this Agreement, and administrative decisions affecting him or them and/or (b) the application of policies, this Agreement and administrative decisions affecting him or them and/or (c) the violation of policies, this Agreement, and Administrative decisions affecting him or them.

AGGRIEVED PERSON

An aggrieved person is the teacher(s) or the Association making the formal complaint.

PURPOSE

The purpose of the grievance procedure is to secure, at the lowest possible level, equitable solutions to the grievances which may arise from time to time affecting the terms and conditions of employment of teachers.

PROCEDURE

Level 1

1 - An aggrieved person who has a grievance shall so declare that he is aggrieved to his principal and shall discuss it first with his principal or immediate superior in an attempt to resolve the matter at that level.

Level 2

1 - If as a result of the discussion at Level 1, the grievance is not resolved to the satisfaction of the aggrieved person, within five (5) school days he shall set forth his grievance in writing to the principal.

2 - The principal shall communicate his decision on the grievance to the aggrieved person in writing within three (3) school days of receipt of the written grievance.

Level 3

1 - The aggrieved person, no later than five (5) school days after receipt of the principal's decision, may appeal the principal's decision to the superintendent of schools. The appeal to the superintendent must be made in writing reciting the grievance submitted to the principal as specified in Level 2 and his dissatisfaction with the decision previously rendered.

2 - The superintendent shall attempt to resolve the matter as quickly as possible within a period not to exceed ten (10) school days. The superintendent shall communicate his decision with reasons in writing to the aggrieved person and the principal.

Level 4

1 - If the grievance is not resolved at Level 3 to the aggrieved person's satisfaction, the aggrieved person may request, no later than five (5) school days after receipt of the superintendent's decision, a review by the Board. This request shall be submitted in writing through the superintendent of schools, who shall attach all related papers and forward the request within five (5) school days from the date of request for review to the Board.

2 - The Board or a committee thereof, shall review the grievance, hold a hearing within fifteen (15) school days of receipt of the related papers with the aggrieved person if such is deemed necessary by the Board or if such is requested by the aggrieved person, and shall render a decision with reasons in writing within thirty (30) calendar days of receipt of the grievance by the Board or of the date of the hearing with the aggrieved person, whichever comes later. The Board shall communicate its written decision to the aggrieved person, the superintendent of schools, and to the principal.

Level 5

1 - If the aggrieved person is not satisfied with the disposition of his grievance at Level 4, he shall notify the Board in writing of his decision to submit his grievance to fact-finding for recommendations. Such notification must be made within fifteen (15) school days after the decision at Level 4.

2 - Within ten (10) school days after such written notice of submission to fact-finding for recommendations, the Board and the aggrieved person shall attempt to agree upon a mutually acceptable fact-finder and shall obtain a commitment from said fact-finder to serve. If the parties are unable to agree upon a fact-finder or to obtain such a commitment within the specified period, a request for a list of fact-finders may be made to P.E.R.C. by either party. The parties shall then be bound by the rules and procedures of P.E.R.C. in the selection of a fact-finder.

3 - The fact-finder so selected, shall confer with the representatives of the Board and the aggrieved person and hold hearings promptly and shall issue his recommendation not later than twenty (20) calendar days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The fact-finder's recommendation shall be in writing and shall set forth his findings of fact, reasoning, and conclusions on the issues submitted. The fact-

finder shall be without power or authority to make any recommendation which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The recommendation of the fact-finder shall be submitted to the Board and the aggrieved person and shall not be binding on the parties. The fact-finder's report may be made public.

2. REPRESENTATION

1 - When an aggrieved person is a teacher(s) he may be represented at all levels of the grievance procedure by himself, or themselves or at his or their option, by a representative selected or approved by the Association. When an aggrieved person is a teacher(s) and is represented by himself, a representative of the Association shall be entitled to be present and to state the views of the Association. The aggrieved person, Board and school administration shall have the right to have present consultants and/or advisors of their choice. However, the Board shall not be responsible for the salaries of the consultant and advisor of the aggrieved person.

3. TERMINATION OF GRIEVANCES

Grievances appealed according to the grievance procedure of this Agreement shall terminate, and be deemed to be concluded after a decision is rendered at Level 4 in the following cases:

1. Any grievance occasioned by the failure of the Board to rehire a non-tenure teacher.
2. Any grievance occasioned by appointment of a teacher to or lack of appointment to, or retention of a teacher in or lack of retention in any position for which tenure is either not possible or not required.
3. Any rule or regulation of the State Commission of Education made pursuant to his rule making powers. However, this provision shall not apply to the misinterpretation, misapplication or violation of such rules or regulations.
4. Any matter which according to law is beyond the scope of Board authority.
5. Any procedure that is outlined and defined in Title 18A.
6. Any grievance for which a method is prescribed by law for resolving said grievance.

4. MISCELLANEOUS

1. Nothing in this grievance procedure shall be construed as limiting the right of any teacher having a potential problem to discuss the matter informally with any appropriate member of the school administration and having the problem adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this agreement.

2. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process.

3. Failure at any step of this grievance procedure to communicate the decision on a grievance within the specified time limits shall allow the aggrieved person to proceed to the next level permitted. Failure at any step of this procedure to appeal a grievance to the next step permitted within the specified time limit, shall be deemed to be acceptance of the decision rendered at that step.

4. It is understood that teachers shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

5. It shall be the general practice to process grievances during times which do not interfere with assigned duties of teachers provided however, in the event the Board and the fact-finder agree to hold the proceedings during regular working hours, an aggrieved person and his representative participating in any level of the grievance procedure, with any representative of the Board, shall be released from his assigned duties for that purpose without loss of salary.

6. 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 and given appropriate distribution so as to facilitate operation of the grievance procedure.

7. All documents, communications, and records, dealing with the processing of a grievance shall be filed in a separate grievance folder and shall not be kept in the personnel folder of any of the participants.

8. A grievance to be considered under this procedure must be initiated by the aggrieved person within thirty (30) school days of the time the aggrieved person knew or should have known of its occurrence.

ARTICLE V

ASSOCIATION PRIVILEGES

1. Association business may be conducted on school premises provided it does not interfere with the normally scheduled classes or assignments of a teacher.
2. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. Permission of the superintendent or his designee shall be required. Such permission shall not be withheld unreasonably.
3. Posters or announcements pertaining to Association affairs shall not be posted on bulletin boards in any area accessible to the public or to the students unless such have first been approved by the superintendent.
4. The Association shall have the privilege of using school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines and all types of audio-visual equipment, excluding superintendent's and Board's offices and equipment, when such equipment is not otherwise in use, with permission of the principal, provided that this shall not interfere with or interrupt normal school operations. Association shall furnish all materials and supplies to be used.
5. The Association shall have, in each school building, the exclusive use of a bulletin board, the location to be designated by the superintendent.
6. The Association shall have the privilege of using the inter-school mail facilities and school mail boxes as it deems necessary. The administration is not responsible for Association mail.
7. The president of the Association shall be granted the time needed to attend the Hunterdon County Education Association President's Luncheon with the approval of the superintendent.

ARTICLE VI

WORKING HOURS AND WORK WEEK

1. As professionals, teachers are required to devote to their assignments the time necessary to meet their responsibilities. These responsibilities include:

- a. Careful daily preparation after the normal work day, if necessary.
- b. Attendance at staff meetings and, whenever appropriate,
- c. Participation in school activities such as:

attendance at one open house per year, field trips, and public performances of children in plays, concerts, athletic activities, graduation and dances.

However, nothing contained herein prohibits or limits the right of the Board from assigning the extra duties normally associated with the teaching profession. Such assignments shall be distributed equitably: be appropriate as to hours and number of assignments; such assignments must be relative to the school program.

2. The normal in-school work day, not including normal and traditional extra-curricular activities of the teaching profession, shall consist of seven (7) hours. Teachers shall be at their assigned stations, as designated by the principal or his designee, at least twenty five (25) minutes before the opening of the pupils' school day and shall remain at least twenty five (25) minutes after the close of the pupils' school day. Fridays and days preceeding school holidays the departure time may be reduced to fifteen (15) minutes or after all scheduled busses have departed, whichever is the later. All teachers will indicate their presence in their building by signing in and signing out.

3. Teachers assigned to normal and traditional extra-curricular activities associated with the teaching profession, will carry out these assignments outside the normal work day if requested by the administration. Assignments will be compensated for as specified in the article of this Agreement entitled "Professional Compensation". Assignments not listed under the "Professional Compensation" article will not receive extra compensation. Teachers volunteering, or, in the case of emergency, assigned by the superintendent to traditional extra curricular activities associated with the teaching profession, will fulfill said assignments based on existing procedures of operations.

4. Teachers shall have a daily duty free lunch period of thirty (30) minutes.

5. Teachers may leave their building during their duty free lunch period without requesting permission providing they sign out before leaving and sign in upon returning. It is understood that teachers are to be at their assigned stations promptly upon completion of their duty free lunch period.

6. Teachers may be required to remain after the end of the normal work day without additional compensation once a week or, additionally in case of emergency, for the purpose of attending professional meetings as requested by the superintendent or building principal. The duration of each such meeting will be no more than sixty (60) minutes. An agenda must be given to teachers one school day before meetings, except in an emergency. Teachers may have the opportunity to suggest items for the agenda if submitted three (3) school days before the meeting, except in an emergency.

7. a. A building principal and the superintendent may, at their discretion, authorize, in case of emergency, the release of a teacher before the end of the normal teacher in-school work day without loss of compensation to the teacher provided that there are sufficient teachers available, in the judgement of the building principal and superintendent, to adequately staff the school.

b. A building principal or his designee may, at his discretion, authorize a teacher to leave 10 minutes after the close of the pupil's school day without loss of compensation to the teacher to permit the teacher to attend professionally related courses or workshops providing that there are sufficient teachers available, in the judgement of the building principal or his designee, to adequately staff the school.

Decisions by a building principal, his designee, or the superintendent to authorize release of a teacher according to paragraph (a) and (b) of this Article will not be subject to the grievance procedure of Article IV.

ARTICLE VII

TEACHER ASSIGNMENTS

1. The superintendent has the right to assign all personnel to their specific positions as necessitated by the requirements of the school system. The superintendent shall give notice of assignments to teachers by June 1st, except in cases of emergency (at such time, emergency will be defined). Whenever possible, all involved teachers shall be advised of the introduction of new text.
2. The superintendent, during the school year, shall post a notice within one week as a vacancy becomes known to the board. During the summer a person designated by the Association, shall supply an address of record to which notification of existing vacancies shall be mailed.
3. During the school year, teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building must file a written statement of such desire with the superintendent, not later than fifteen (15) days after the notice of vacancies. Any teacher desiring a change in grade assignment or transfer, relative to summer vacation, shall file said written request by June 15th with the superintendent.
4. The parties recognize that changes in grade assignments in the elementary schools, changes in subject assignments and transfers between schools may be necessary. While the right of determination to assign or transfer a teacher is vested in the Board, the administration will not, in any case, assign or transfer a teacher without prior discussion with said teacher. Such transfers or changes of assignments shall be on a voluntary basis whenever possible, with teacher competence and teacher preference being considered and seniority of time of service in the Clinton Township School system being honored as equitably as possible.
5. When making involuntary assignments or transfers, the convenience and wishes of the individual teacher will be honored to the extent that these considerations do not conflict with the instructional requirements and best interests of the school system and the pupils. Notice of an involuntary transfer or re-assignment shall be given to teachers as soon as practicable.

ARTICLE VIII

LEAVES AND ABSENCES

1. Sick leave shall be granted only as a result of personal disability due to illness or injury. All full-time teachers employed for the entire school year will be granted ten (10) days sick leave per year. Such leave granted by the Board will be accumulative with no maximum limit. Proof of illness signed by a physician may be required by the superintendent at any time.
2. Part-time teachers will be granted sick leave on a pro-rated basis of hours worked, such leave to be accumulative.
3. Full-time teachers employed after the beginning of the school year will be granted sick leave computed on the basis of a straightline pro-rated distribution of 1/10 of a school year equaling one day of sick leave, or one day of sick leave for each month of service.
4. There shall be no vested interest in sick leave.
5. a. In case of death of a member of the immediate family (family as herein used means parents, spouse, brother, sister, own or adopted children, grandchildren, grandparents, mother-in-law, father-in-law, son-in-law, and daughter-in-law) of any teacher, or the death of any relative who lived in the household of the teacher immediately preceding the death, such teacher shall be excused without loss of pay or sick leave for a period not to exceed five (5) school days. Such leave shall not be accumulative.
b. One day per school year, other than listed in (a) above, shall be granted to attend a funeral. Such leave shall not be accumulative.
6. If a teacher is called to jury duty, or subpoenaed to appear as a witness in court, he shall receive full pay from the school.
7. Two personal days per academic year, non-accumulative, may be granted, entirely at the discretion of the superintendent, provided, that the teacher requesting the personal day states to the superintendent that the activity is such that it requires the teacher's presence during the school day and is of such a nature that it cannot be attended to at a time when schools are not in session.
 - a. The purpose of this leave is to relieve teachers of financial hardship in situations over which they have no control.
 - b. Application for a personal leave must be submitted in writing at least one week in advance (except in the event of an emergency when a shorter notice may be acceptable).
 - c. A personal leave day shall not be granted for the day preceding or the day following holidays or vacations, and the first and last days of the school year, except in cases of emergencies as determined by the superintendent.

d. The superintendent retains the right to deny leave if insufficient teachers are available to adequately staff the school.

8. a. Leaves of absence without pay may be granted by the Board only to tenure teachers. Leaves as stated in paragraph 10 may be granted to all teachers.

b. All requests for leave shall:

1. Be made in writing to the superintendent at least thirty days prior to effective date of leave, except in case of serious personal illness.
2. Indicate reason for such leave.
3. Indicate the approximate length of leave.
4. Comply with the proper authorization as requested by the Board, such as a doctor's certificate.
5. Board will reply in writing and will give reason if the request is denied.

c. The time of leave granted to tenure teachers shall be from one month to the end of the school year, with extension at the discretion of the Board.

9. Time spent on leave granted under paragraph 8 will not be considered in determining salary or benefits, except as required by law or when, in the opinion of the superintendent and approval of the Board, the work or study experience obtained while on leave is directly applicable to his teaching responsibilities and is at least equivalent to the experience he would have received had he remained in active employment by the Board.

10. Leaves of absence for maternity

a. Non-Tenure Teachers

1. Leave of absences for maternity reasons will be granted to non-tenure teachers, without pay, as required by law.

For these purposes no opinion or decision shall be binding when the opinion or decision is under appeal or until the time for appeal has expired.

2. Sick leave benefits will not be paid to a teacher legally on leave of absence for maternity reason unless required by law.

For these purposes no opinion or decision shall be binding when the opinion or decision is under appeal or until the time for appeal has expired.

b. Tenure Teachers

1. Leave of absences for maternity reasons will be granted to tenure teachers, without pay, as required by law.

For these purposes no opinion or decision shall be binding when the opinion or decision is under appeal or until the time for appeal has expired.

2. Sick leave benefits will not be paid to a teacher legally on leave of absence for maternity reason unless required by law.

For these purposes no opinion or decision shall be binding when the opinion or decision is under appeal or until the time for appeal has expired.

11. Leave of absence for adoption will be granted to tenure teachers without pay. Such leave shall become effective upon a date which is required to fulfill requirements of the adoption, and shall terminate twelve (12) months after the date of custody of the infant or the earlier required date. At the termination of such adoption leave the teacher may return to her position providing a vacancy exists. Upon recommendation of the superintendent and approval of the Board, a teacher may leave at an earlier or later date or return at an earlier date than provided herein.

12. All benefits to which a tenure teacher was entitled at the time his leave of absence commenced shall be restored to him upon his return. However, the superintendent retains the right to assign the returning teacher within the requirements and best interests of the school system.

ARTICLE IX

HOSPITALIZATION

The Board will provide employee hospitalization coverage to all full-time teacher employees under the New Jersey Public and School Employees Health Benefits Plan. The Board will also provide to all full-time teacher employees eighty five (85) percent of the cost of family hospitalization coverage under the same plan for 1973-74 and 100% thereafter during the term of this Agreement.

A teacher employee must work a minimum of twenty (20) hours per week to qualify for hospitalization coverage.

A teacher may continue in the plan after retirement. The retiree will be responsible for all premium involved.

The plan will become effective July 1, 1973 or as soon as possible thereafter, upon completion of state requirements.

ARTICLE X

PROFESSIONAL COMPENSATION

1. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached hereto and made a part of this Agreement.
2. All certificated teachers will be placed on guide according to their educational qualifications and years of teaching experience.
3. Credit for up to four (4) years of military service will be granted for placement on the salary guide as per State Law.
4. Compensation for extra-curricular activities is set forth in Schedule B which is attached hereto and made a part of this Agreement.
5. Compensation for use of teacher's automobile on school business, with the prior approval of his principal, shall be at the rate of ten (10) cents per mile.
6. Teachers salary shall be paid in twenty (20) equal semi-monthly installments with the option to authorize summer payment deductions as per State Law. These funds shall be paid to the teacher at the end of the academic year or in two (2) equal payments; July 15th and August 15th. Teachers will indicate their desire to participate in the plan and will elect form of payment on forms provided by the administration, when employment begins.
7. If a teacher obtains a higher degree or equivalent as specified by the salary guide, he will be placed on the proper place on the guide within thirty (30) days after attainment of such degree and notification of such attainment is received by administration.
8. Necessary expenses, as approved by the superintendent, incurred by teachers on field trips and class trips approved by the superintendent will be reimbursed by the Board.
9. a. The Board will reimburse individual teachers, up to a maximum of \$40.00 per credit hour, the tuition cost of two graduate courses per teaching year during the period of this Agreement. A teacher attending colleges other than state teaching colleges will receive 80% of the total cost of the tuition cost of two graduate courses. Certified teachers may apply to the superintendent to substitute two certification courses for the two graduate courses. The superintendent may approve this request, in writing within seven (7) school days of receipt of request, if he feels it will benefit the school system. In order to qualify for reimbursement, a teacher must obtain prior approval of the superintendent for the course and submit to the superintendent evidence of satisfactory completion of the course. Reimbursement will be made to the teacher one (1) month after teacher submits evidence of satisfactory completion and evidence of amount paid.
b. If the tuition cost is increased during the time of this Agreement, the Board will accept credit hour increase.

SCHEDULE A

1973 - 74

CONTRACT	NON-DEGREE	B.S. DEGREE	B.S.+ 15 GRAD.CR.	MASTERS OR 30 GRAD.CR.	MASTER IN FIELD	MASTER + 30 GRAD.CR.
1	7700	8200	8300	8500	8900	9500
2	8160	8690	8800	9010	9435	10,070
3	8425	8955	9065	9275	9750	10,390
4	8690	9220	9330	9540	10,070	10,705
5	9035	9565	9670	9885	10,415	11,050
6	9340	9910	10,015	10,230	10,760	11,395
7	9725	10,255	10,360	10,575	11,105	11,740
8	10,070	10,600	10,705	10,920	11,450	12,085
9	10,415	10,945	11,050	11,260	11,790	12,430
10	10,760	11,290	11,395	11,605	12,135	12,775
11	11,105	11,635	11,740	11,950	12,480	13,115
12	11,500	12,030	12,135	12,350	12,825	13,460
13	11,900	12,430	12,535	12,745	13,275	13,910
14	12,295	12,825	12,930	13,145	13,675	14,310
15	12,720	13,250	13,355	13,570	14,100	14,735

SCHEDULE A
1974-75

CONTRACT	NON-DEGREE	B.S. DEGREE	B.S.+ 15 GRAD.CR.	MASTERS OR. 30 GRAD.CR.	MASTER IN FIELD	MASTER + 30 GRAD.CR.
1						
2	8160	8690	8800	9010	9435	10,070
3	8650	9210	9330	9550	10,000	10,675
4	8930	9490	9610	9830	10,335	11,015
5	9210	9775	9890	10,110	10,675	11,345
6	9575	10,140	10,250	10,480	11,040	11,715
7	9940	10,505	10,615	10,845	11,405	12,080
8	10,310	10,870	10,980	11,210	11,770	12,445
9	10,675	11,235	11,345	11,575	12,135	12,810
10	11,040	11,600	11,715	11,935	12,495	13,175
11	11,405	11,965	12,080	12,300	12,865	13,900
12	11,770	12,335	12,445	12,665	13,230	13,900
13	12,190	12,750	12,865	13,090	13,595	14,265
14	12,615	13,175	13,285	13,510	14,070	14,745
15	13,030	13,595	13,705	13,935	14,495	15,170
16	13,485	14,045	14,155	14,385	14,945	15,620

SCHEDULE A

1975-76

CONTRACT	NON-DEGREE	B.S. DEGREE	B.S.+ 15 GRAD.CR.	MASTERS OR 30 GRAD.CR.	MASTER IN FIELD	MASTER + 30 GRAD.CR.
1						
2						
3	8650	9210	9330	9550	10,000	10,675
4	9255	9855	9985	10,220	10,700	11,420
5	9555	10,155	10,280	10,520	11,060	11,785
6	9855	10,460	10,580	10,815	11,420	12,140
7	10,245	10,850	10,965	11,215	11,810	12,535
8	10,635	11,240	11,360	11,605	12,205	12,925
9	11,030	11,630	11,750	11,995	12,595	13,315
10	11,420	12,020	12,140	12,385	12,985	13,705
11	11,810	12,410	12,535	12,770	13,370	14,095
12	12,205	12,800	12,925	13,160	13,765	14,485
13	12,595	13,200	13,315	13,550	14,155	14,875
14	13,045	13,640	13,765	14,005	14,545	15,265
15	13,500	14,095	14,215	14,455	15,055	15,775
16	13,940	14,545	14,665	14,910	15,510	16,230
17	14,430	15,030	15,145	15,390	15,990	16,715

SCHEDULE A
1976-77

CONTRACT	NON-DEGREE	B.S. DEGREE	B.S.+ 15 GRAD.CR.	MASTERS OR 30 GRAD.CR.	MASTER IN FIELD	MASTER + 30 GRAD.CR.
1						
2						
3						
4	9255	9855	9985	10,220	10,700	11,420
5	9900	10,545	10,685	10,935	11,450	12,220
6	10,225	10,865	11,000	11,255	11,835	12,610
7	10,545	11,190	11,320	11,570	12,220	12,990
8	10,960	11,610	11,730	12,000	12,635	13,410
9	11,380	12,025	12,155	12,415	13,060	13,830
10	11,800	12,445	12,570	12,835	13,475	14,245
11	12,220	12,860	12,990	13,250	13,895	14,665
12	12,635	13,280	13,410	13,665	14,305	15,080
13	13,060	13,695	13,830	14,080	14,730	15,500
14	13,475	14,125	14,245	14,500	15,145	15,915
15	13,960	14,595	14,730	14,985	15,565	16,335
16	14,445	15,080	15,210	15,465	16,110	16,880
17	14,915	15,565	15,690	15,955	16,595	17,365
18	15,440	16,080	16,205	16,465	17,110	17,885

SCHEDULE B

COMPENSATION FOR EXTRA-CURRICULAR ACTIVITIES

Interscholastic Athletic Coaching	\$300 Per Sport
Intramural Athletics	\$150 Per Person Per Sport
Refereeing-Interscholastic Athletic Events	\$6.00 Per Game
Yearbook - After School Activity	\$150 Per Year
Cheerleading	\$100 Per Year

Intramural athletics must meet a minimum of 25 hours per sport
to qualify for reimbursement.

ARTICLE XI

TEACHER EVALUATION

1. All monitoring and observation of the work performance of teachers, as related to the school program, shall be conducted openly.
2. It is understood that monitoring and observation of the work performance of teachers, as related to the school program, is conducted continuously during the school year by the administration.
3. Tenure teachers shall be evaluated by a member or members of the administrative staff at least once a year.
4. Non-tenure teachers employed for the full school year shall be evaluated by a member or members of the administrative staff at least three (3) times a year. At least three of the evaluations will be made between September 1st and March 30th and not more than one written evaluation per month.
5. All teachers shall be given a copy of any evaluation report prepared by a member or members of the administrative staff one day before a conference is held provided the teacher hold the report in confidence until after the conference is completed.
6. Teachers are required to sign evaluation reports which indicates acknowledgment of the report. Teachers may submit a written comment on evaluation form. Teachers shall not be required to sign blank or incomplete forms.
7. All evaluation reports will be placed on file in the office of the superintendent.

ARTICLE XII

TEACHER-ADMINISTRATION LIAISON

1. Building principals shall meet once a month during the school year with two representatives of the Association from their respective buildings to review and discuss school building problems and practices. The superintendent may attend these meetings if he elects to do so.

The meetings of this Article will be held in the respective school buildings after the normal teacher in-school work day. Dates of the meetings will be agreed upon mutually by the participants but will be selected so that meetings for two or more buildings do not occur within the same week.

Notes of the meetings will be agreed upon by the participants and issued to the Association, the building principal, and the superintendent.

Meetings may be cancelled by mutual consent of the participants.

The meetings of this Article are entirely separate from the professional meetings referred to in Article VI, paragraph 7 and will not be counted in any determination of the number of professional meetings called by a building principal or by the superintendent.

The meetings of this Article will not be concerned with, or discuss, grievances and/or negotiations.

2. The superintendent shall meet two (2) times during the school year with four (4) association representatives to review and discuss district problems and practices. These meetings shall be held in the superintendent's office or other appropriate facility. Dates and times of the meetings will be agreed upon mutually by the superintendent and association president. Notes of the meetings shall be agreed upon by the leading participants and issued to the association, superintendent, and board secretary. Meetings may be cancelled by mutual consent of the leading participants. The meetings of this article are entirely separate from the professional meetings referred to in Article VI, paragraph seven and will not be counted in any determination of the number of professional meetings called by a building principal or by the superintendent. The meetings of this article will not be concerned with, or discuss, grievances and/or negotiations.

ARTICLE XIII

TEACHERS RIGHTS

1. Just Cause Provision

No teacher shall be disciplined or reprimanded without just cause. Any such action asserted by the Board, shall be subject to the grievance procedure herein set forth.

2. Required Meetings or Hearings

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

3. Criticism of Teachers

Any question of criticism by a supervisor, administrator, or board member of a teacher and his instructional methodology shall be made in confidence and not in the presence of students, parents, or other public gatherings. Providing nothing herein shall preclude a board member or superintendent from responding, in an ethical manner, to questions raised about a teacher's conduct or methodology at a public meeting of the Board, and if written, it should apply only to written complaints.

4. Association Identification

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

5. Student Grades

No grade shall be changed without prior discussion with the teacher.