

4-0361
02-40

CONTRACT BETWEEN
NORTHVALE BOARD OF EDUCATION
AND
NORTHVALE TEACHERS ASSOCIATION

1973 - 1974

PREAMBLE

This agreement, entered into this 12TH day of APRIL, 1973, by and between the Board of Education of the Borough of Northvale, New Jersey, hereinafter called the "Board", and the Northvale Teachers Association, hereinafter called the "Association", shall become effective July 1, 1973 and shall continue in full force and effect until a new agreement has been negotiated as hereinafter provided.

ARTICLE I

RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment of all certificated (full-time) teachers under contract and nurse.
- B. Unless otherwise indicated, the term "teachers", when used hereinafter in this agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined.
- C. Unless otherwise indicated, the term "administration", when used hereinafter in this agreement, shall refer to the Superintendent of Schools, Principals, Vice-Principals, and Administrators.
- D. Unless otherwise indicated, it is expressly understood and agreed that secretaries, clerks, custodians, maintenance personnel and all other personnel not certificated as teachers are excluded from the terms and conditions of this agreement.

ARTICLE II - RIGHTS AND OBLIGATIONS OF THE BOARD AND THE ASSOCIATION

- A. Any agreement negotiated shall apply to all teachers, be reduced to writing, be adopted by the Board and the Association and be signed by the Board and the Association.
- B. The Board shall make available to the Association for inspection all public records of the Northvale School District.
- C. By October 15th, the Association shall submit its proposals to the Board and by October 30th, the Board shall submit its counter proposals to the Association. No new proposals will be made after those dates except by mutual agreement of the parties. Any agreements so negotiated shall be reduced to writing, be signed by the Board and the Association and shall then become a binding agreement between the parties.

ARTICLE III - POWERS OF THE BOARD AND ITS ADMINISTRATION

The Board, on its own behalf and on behalf of the electors of the district hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, and of the United States. The exercise of the foregoing powers, right, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of New Jersey, and the Constitution and laws of the United States.

Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under Title 18A, New Jersey Statutes Annotated or any other national, state, county, district, or local laws or regulations as they pertain to education.

ARTICLE IV - ASSOCIATION RIGHTS

The Association a majority representative of public employees in an appropriate unit shall be entitled to act for and to negotiate agreements covering all employees in the unit and shall be responsible for representing the interests of all such employees without discrimination and without regard to employee organization membership. Proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the majority representative before they are established.

ARTICLE V - GRIEVANCE PROCEDURE

DEFINITIONS - The term "grievance" means a complaint by any teacher or group of teachers that there has been an inequitable, improper, or unjust application, interpretation, or violation of a policy, agreement, or administrative decision affecting the terms and conditions of employment of said teacher or group of teachers.

The term "grievance" and the procedure relative thereto shall not be deemed applicable in the case of the failure or refusal of the Board to renew the contract of a non-tenure employee. Neither shall the grievance procedure be invoked by any individual claiming tenure under the provisions of R.S. 18A:28-5 where charges have been brought against such individual pursuant to the provisions of the Tenure Employees Hearing Law, R.S. 18A: 6-10 et seq. In such cases the procedure to be followed shall be that set forth in R.S. 18A:6-10 et seq.

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

The term "teacher" shall have the meaning as set forth in Article I - Recognition.

The term "representative" shall include any organization, agency, or person authorized or designated by any teacher or by any group of teachers, or by a public employees association, or by the Board to act on its or their behalf and to represent it or them. The determination of the organization shall be as outlined in Chapter 303 P.L. of 1968.

The term "immediate" superior shall mean the person to whom the aggrieved teacher is directly responsible.

The term "party" means an aggrieved teacher, his immediate superior, the school principal or any staff member below the Superintendent who may be affected by the determination of the Superintendent in connection with the procedure herein established.

PURPOSE - Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without the intervention of the Association.

PROCEDURE - Whenever the term "Superintendent" appears in the Procedure, it shall mean the Superintendent or his designee.

1. An aggrieved employee shall institute action under the provisions hereof within thirty (30) school days of the occurrence complained of or within thirty (30) school days after he would reasonably be expected to know of its occurrence. Failure to act within said thirty (30) school day period shall be deemed to constitute an abandonment of the grievance. A teacher shall have the right to have a representative at any level of the following.
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 maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
3. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.
4. Level One - A teacher shall first present his grievance in writing to his immediate superior (Supervisor or Principal). Where the immediate superior is below the rank of Principal, the Principal shall be notified and shall have the right to be present at and to participate in said hearing. A decision shall be rendered within (5) school days of said hearing.
5. Level Two - If the grievance is not resolved to the teacher's satisfaction within five (5) school days, or if no decision is forthcoming in five (5) school days, within five (5) school days from the determination referred to in Paragraph 4 above, the teacher shall submit his grievance to the Superintendent of Schools in writing, specifying:

- A. The nature of the grievance.
- B. The results of the previous discussion.
- C. The basis of his dissatisfaction with the determination.

A copy of the writing called for in Paragraph 5 above shall be furnished to the school principal, the immediate superior of the aggrieved teacher, and the Association.

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

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

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

9. Where an appeal is taken to the Board, there shall be submitted by the teacher the writing set forth in Paragraph 5, and a further statement in writing setting forth the teacher's dissatisfaction with the Superintendent's action. A copy of said statement shall be furnished to the Superintendent, the adverse party, and the Association.

10. If the teacher, in his appeal to the Board, does not request a hearing, the Board may consider the appeal on the written record submitted to it, or the Board may, on its own, conduct a hearing; or it may request the submission of additional written material. Where additional written materials are requested by the Board, copies thereof shall be served upon the adverse parties who shall have the right to reply thereto. Where the teacher requests, in writing, a hearing before the Board, a hearing shall be held.

11. The Board shall make a determination within twenty (20) school days from the receipt of the grievance and shall in writing, notify the employee, his representative (if there be one), the principal, and the Superintendent of its determination. This time period may be extended by mutual agreement of the parties.

12. In the event a teacher is dissatisfied with the determination of the Board, he shall have the right to request binding arbitration pursuant to rules and regulations established by Public Employment Relations Commission, under the Provisions of Chapter 303, Laws of 1968.

The authority of the Arbitrator shall be subject to the following:

(a) He shall have no authority to modify, add to, subtract from, or in any wise whatsoever alter the terms and provisions of this Agreement.

(b) He shall be bound by the decisions of the Commissioner of Education of the State of New Jersey, the decisions of the State Board of Education, the decisions of the Courts of New Jersey, and all New Jersey Statutes.

(c) He shall have no power to make any monetary award which shall require expenditures of funds not allocated in the budget.

13. A request for arbitration shall be made no later than twenty (20) school days following the determination of the Board. Failure to file within said time period shall constitute a bar to such arbitration unless the aggrieved teacher and the Board shall mutually agree upon a longer period of time within which to assert such a demand.

14. In the event of arbitration, the costs of the arbitrator's services shall be shared by the Board and the teacher, or if represented by the Association, by the Board and the Association. Each of the parties shall bear its own costs.

15. In any case, where a grievance is based upon the direct order, ruling, or determination of the Superintendent, the aggrieved employee may appeal directly to the Board within fifteen (15) school days of the issuance of said order, ruling or directive, or within fifteen (15) days of the time when same has been brought to the teacher's attention, by filing with the Secretary of the Board a written statement setting forth:

A. The order, ruling or determination complained of.

B. The basis of the complaint.

C. A request for a hearing if a hearing is desired.

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

16. Upon receipt of a grievance filed under the provisions of Paragraph 15 the procedure shall be as set forth in Paragraphs 10 and 11.

17. No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any building representative, or any participants in the grievance procedure by reason of such participation.

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

19. 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 distributions so as to facilitate operation of the grievance procedure.

20. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this Article.

ARTICLE VI - SUBSTITUTE TEACHERS

Whenever a teacher shall be assigned to cover a class for an absent teacher, he shall be given credit for one sick leave day for every 225 minutes so covered. Such periods so covered shall be cumulative from year to year provided that in no event shall sick leave days in any one year accumulate more than 15.

ARTICLE VII - CONTRACTS

A. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this agreement. If an individual contract contains any language inconsistent with this agreement, this agreement, during its duration shall be controlling.

B. Contracts will be offered to the teachers by April 30th. If negotiations have not been concluded the salary will be as determined upon the completion of negotiations.

ARTICLE VIII - TRANSPORTATION

No teacher shall be required to transport students in his own automobile.

ARTICLE IX - SALARIES, AID TO EDUCATION AND OTHER REMUNERATIONS

A. The salary guide for the teachers and the nurse are set forth in schedule A and by this reference made part of this agreement.

B. Upon written request and prior approval of the Superintendent, the Board will reimburse advance graduate educational credits for teachers at the following rates.

1. Teachers working toward the BA + 16 step on the salary guide will be reimbursed up to a maximum of \$200 per year per teacher for approved courses taken. Those teachers on the BA column who are matriculated in an approved masters program will be reimbursed a maximum of \$300 per year for approved courses taken.

2. In order for teachers to be reimbursed between BA + 16 and BA + 32 for approved courses taken they must show evidence of being matriculated in such approved course towards a masters program. Teachers at this level in the approved masters program will be reimbursed at the rate of \$300 per year, per teacher. This will be effective July 1, 1973. Those teachers previously on a BA + 32 will not be affected by this change.

3. Teachers enrolled in courses working toward the MA + 16 or MA + 32 will be reimbursed at a maximum of \$200 per year per teacher.

Should the administration disapprove any request, it shall do so in writing giving reasons for such action.

C. Reimbursement for successfully completed, approved courses (except that there shall be no remuneration for in-service credit courses) shall be made upon presentation of a receipt from the College or University and proof of satisfactory completion of the course.

D. A teacher shall be placed upon the proper degree guide upon presentation of evidence from the College or University that the work for the degree has been successfully completed even though the formality of degree awarding has not taken place.

Teachers who complete an advanced degree or a designated number of graduate credit hours shall, upon presentation of evidence (transcript) of reaching a new step on the degree guide, receive the salary prescribed for that step as of September 1st, if evidence is presented not later than October 31st, or as of February 1st, if evidence is presented not later than March 31st.

E. In-Service credits shall be accepted as follows:

B.A.	- None	- Degree from accredited College or University
+16	- 4	- B.A. degree plus 12 graduate credits required
M.A.	- None	- Degree from accredited College or University
+16	- 4	- M.A. degree plus 12 graduate credits required
+32	- 10	- M.A. degree plus 22 graduate credits required

Graduate and in-service credits approved prior to July 1, 1969 shall remain in effect.

F. The Board will make full payment of the State Health Benefits Plan (Blue Cross, Blue Shield, Major Medical, Rider J) for the employees and their dependents.

G. Where a teacher is required to perform duties other than his regular teaching load, compensatory payment will be made. Extra compensation shall be granted for the following assignments, at the rate indicated, for the 1973-74 school year:

1. Boys Inter/Intramurals	\$850/year
2. Girls Intramurals, Cheerleading and Modern Dance	350/year

Formal contracts apply with reference to the preceding terms.

ARTICLE X - RULES AND REGULATIONS COVERING SICK LEAVE AND ABSENCES

A. Personal Illness

All teachers employed by the Board shall be allowed sick leave with full pay for twelve (12) days in any school year in accordance with Title 18A.

Furthermore, if any such teacher required in any school year less than his specified number of days of sick leave with pay allowed, all days of such sick leave not utilized that year shall be accumulated, to be used in accordance with Title 18A.

In the event that a teacher shall have exhausted his accumulated sick leave, such teachers may make application to the Board in individual cases for a further extension of said sick leave, and the Board shall give due consideration of all such applications in accordance with the provisions of N.J.S.A. 18A.

In defining the term personal illness, the wording of R.S. 18A: 30-1 shall apply.

B. Personal Business

An employee will be allowed up to two (2) days absence for personal business without loss of pay. One (1) day will be granted without a stated reason. Application for personal days should be made with reasonable notice given to the respective administrator. Normally, personal days will not be granted on either the day preceding or following a scheduled school closing.

C. Death in the Family

In case of death of a parent, brother, sister, husband, wife, child or other relative in the immediate family residing in the household, or his or her spouse's parent, a teacher shall be entitled to three (3) school days without loss of pay. In case of a death of other in-laws, a teacher shall be entitled to one (1) day without loss of pay.

D. Court Order

In case of absence from school by reason of a subpoena by a court, or by law, no deduction in salary shall be made.

E. Religious Observance

Religious holidays as listed by the Commissioner of Education and observed by the teacher's professed religion shall not exceed two (2) days. Within thirty (30) days after the Board has exhibited a school calendar to the teachers, at the beginning of the school year, the teachers will indicate which religious holidays they intend to observe, if any.

ARTICLE XI - LEAVES OF ABSENCE (Sections A & B subject to Court Decision) (Miller vs Pequannock)

A. Maternity - an employee under tenure who becomes pregnant must apply in writing to the Superintendent of Schools for a leave of absence no later than five (5) months prior to the anticipated date of birth. Such leave will become effective not later than three (3) months prior to expected date of birth. The Board may grant such leave without pay for a period of not less than one year and not more than three (3) years from the date of leave. Reinstatement of the applicant shall commence with the next school year following the expiration of the leave, provided that a written request for reinstatement has been made to the Superintendent of Schools by March 1st, and that a vacancy for which the employee is qualified exists.

B. Maternity - (non-tenure teachers) Non tenure teachers who become pregnant must notify the Superintendent of Schools no later than five (5) months prior to the anticipated date of birth and shall submit her resignation three (3) months from the date of notification. No leave of absence shall be granted for maternity reasons during a teacher's probationary period (first three (3) years).

C. General (tenure) A leave of absence without pay of up to two (2) years shall be granted to any teacher who joins the Peace Corps, VISTA, Nation Teacher Corps or serves as an exchange teacher or overseas teacher and is a full time participant in either of such programs or doctoral studies or accepts a Fulbright Scholarship.

Military leave without pay shall be granted to any teacher who is inducted or enlists in any branch of the armed forces of the United States for the period of said induction or initial enlistment.

ARTICLE XII - TEACHER HOURS AND TEACHING LOAD

A. No teacher shall be required to report earlier than 10 minutes before the opening of the pupils school day and shall be permitted to leave 30 minutes after the close of the pupil school day except, that when a teacher is not presented with the task of parent conferences or other school activities, he may be permitted to leave 15 minutes after pupil dismissal. On Friday or days preceding holidays or vacations, the teachers day shall end at the close of the pupil day.

B. No teacher or instructional employee will be assigned to regularly scheduled lunchroom duty. Should it become necessary for such personnel to be assigned to such duty on an emergency basis, such assignment will be on a voluntary basis only.

C. Meetings - 1. Teachers may be required to remain after the end of the regular workday, without additional compensation, for the purpose of attending faculty or other professional meetings not to exceed three per month. Such meetings shall begin no later than ten (10) minutes after the student dismissal time and shall run for no more than forty-five (45) minutes. Except in cases of an emergency involving the health and safety of students and teachers, if additional time is needed, students shall be dismissed early. The third Monday of every school month will be set aside for an Association meeting.

2. Meetings which take place after the regular in-school workday and which require attendance shall not be called on Fridays or on any day immediately preceding any holiday, or other day upon which teacher attendance is not required at school except in cases of emergency.

3. An Association representative may speak to the teachers during any meeting referred to in paragraph 1 above for no more than fifteen (15) minutes on the request of the representative.

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

5. Teachers may be required to attend no more than three (3) evening assignments or meetings each school year without additional compensation.

D. Whenever any representative of the Association or any teacher is required to participate during working hours in negotiations, grievance proceedings, conferences or meetings called by the Board, Principal or Superintendent, he shall suffer no loss in pay.

E. Before the adoption of the calendar for the 1973-74 school year the Board shall consider any recommendations of the Association. Where changes in the calendar become necessary because of emergency conditions, the Association shall be notified as soon as practicable, of said changes.

ARTICLE XIII - PROCEDURES FOR WITHHOLDING INCREMENTS OR ADJUSTMENT INCREMENTS

The granting of any salary increment and/or adjustment as set forth in the salary schedule shall not be deemed to be automatic.

The Superintendent shall have the power to recommend to the Board of Education the withholding of any salary increment and/or adjustment for inefficiency as determined by at least two successive evaluations indicating unsatisfactory performance or effectiveness or other good cause which may have an adverse affect on the performance or effectiveness of the teacher.

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

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

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

From any adverse determination of the Board, the aggrieved shall have the right to appeal to the Commissioner of Education. The aggrieved party shall not have the right to request arbitration from any adverse determination of an evaluation indicating unsatisfactory performance or effectiveness or from adverse determination of this Board or the Commissioner of Education. The aggrieved party may request arbitration with regard to any claimed failure on the part of the Board to follow the procedures for observation and evaluation, notification and/or appeal hearings provided for herein.

The term "increment" as used herein is intended to mean the next step on the salary guide at which step the aggrieved individual would be placed if the increment were not withheld. Where an increment is withheld, the individual in question shall remain at the same step on the salary guide as he was on for the previous year but shall receive salary for that step on the guide for the year during which the increment is withheld even though that step shall be higher than the previous year.

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

ARTICLE XIV - TEACHER ASSIGNMENTS

A. Notification:

1. All teachers shall be given written notice of their class and/or subject assignment by June 1st.
2. In the event that changes in class and/or subject assignment are proposed after June 1st, the teacher shall be notified as promptly as possible in writing.

B. Expenses - Teachers who may be required to use their own automobiles in the performance of their duties shall be reimbursed for all such travel at the rate of twelve (12¢) cents per mile for all driving.

ARTICLE XV - MISCELLANEOUS PROVISION

A. Separability

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

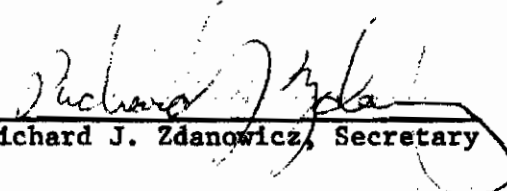
B. Reproduction of the Agreement

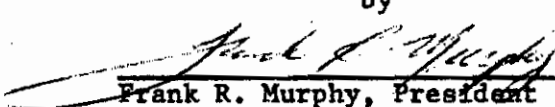
Copies of the Agreement shall be reproduced at the expense of the Board as soon as practicable after the agreement is signed.

In witness whereof the parties hereto have caused this agreement to be executed this 12TH day of APRIL of 1973.

ATTEST:

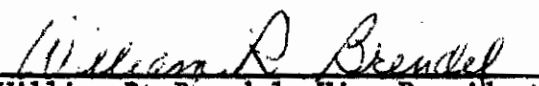
NORTHVALE BOARD OF EDUCATION

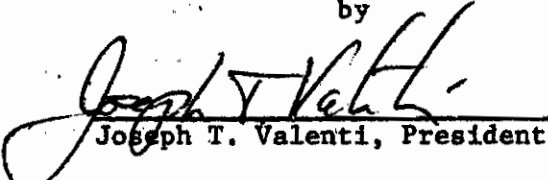

Richard J. Zdanowicz, Secretary

by

Frank R. Murphy, President

WITNESS:

NORTHVALE TEACHERS ASSOCIATION


William R. Brendel, Vice President

by

Joseph T. Valenti, President

MEMORANDUM OF AGREEMENT

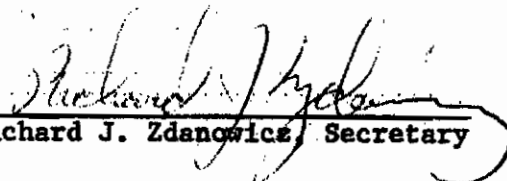
The Association and the Board agree to provide two (2) in-service days beyond the adopted School Calendar for the 1973-74 school year.

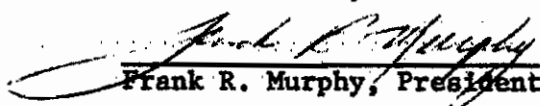
The dates, times, and programs for said days shall be formulated by the Superintendent of Schools and the President of the Association.

In witness whereof the parties hereto have caused this agreement to be executed this ~~12th~~ day of ~~APRIL~~ of 1973.

ATTEST:

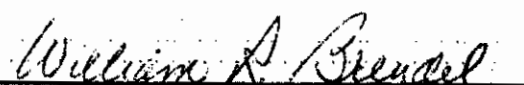
NORTHVALE BOARD OF EDUCATION

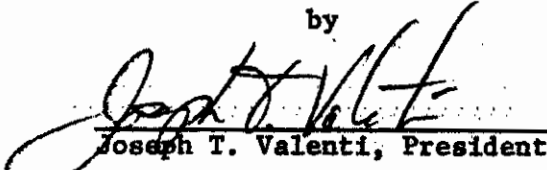

Richard J. Zdanovics, Secretary

by

Frank R. Murphy, President

WITNESS:

NORTHVALE TEACHERS ASSOCIATION


William R. Brendel, Vice President

by

Joseph T. Valenti, President

SCHEDULE A

	<u>BA</u>	<u>BA + 16</u>	<u>BA + 32</u>	<u>MA</u>	<u>MA + 16</u>	<u>MA + 32</u>
1.	\$ 9,115	\$ 9,325	\$ 9,425	\$ 9,690	\$ 9,990	\$10,300
2.	9,515	9,725	9,825	9,990	10,200	10,600
3.	9,830	10,040	10,140	10,510	10,720	11,020
4.	10,190	10,510	10,610	10,975	11,185	11,585
5.	10,560	10,980	11,080	11,500	11,760	12,160
6.	10,980	11,450	11,550	12,120	12,435	12,835
7.	11,400	11,970	12,070	12,750	13,120	13,520
8.	11,770	12,395	12,495	13,380	13,800	14,200
9.	12,290	12,925	13,025	14,010	14,480	14,880
10.	12,815	13,545	13,645	14,640	15,170	15,570
11.	13,340	14,175	14,275	15,120	15,850	16,250
12.	13,920	14,805	14,905	15,800	16,550	16,950
13.	14,700	15,635	15,950	16,490	17,210	17,610

TO WHOM IT MAY CONCERN

The Northvale Board of Education and the Northvale Teachers Association mutually recognize that Article XI, Sections A and B, Maternity Leaves, as stated in the 1973-74 Negotiated Agreement is under judicial consideration in the State of New Jersey, Miller vs. Pequannock.

The Northvale Board of Education and the Northvale Teachers Association further recognize that the outcome of this case (Miller vs. Pequannock) will legally determine the specific clauses under which Maternity Leave may be granted to teachers in New Jersey School districts.

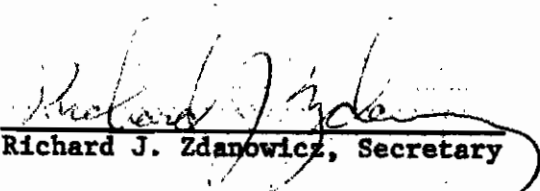
The Northvale Board of Education and the Northvale Teachers Association hereby agree that as mutually satisfactory language is developed in accordance with the decision of the legal suit (Miller vs. Pequannock) a revised statement regarding Article XI, Sections A and B, Maternity Leaves, will be mutually accepted and placed in the Negotiated Agreement for the 1973-74 school year.

In witness whereof the parties hereto have caused this agreement to be executed this 18th day of APRIL of 1973.

ATTEST:

NORTHALE BOARD OF EDUCATION

BY

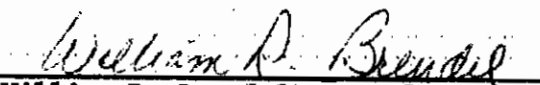

Richard J. Zdanowicz, Secretary


Frank R. Murphy, President

WITNESS:

NORTHALE TEACHERS ASSOCIATION

BY


William R. Brendel, Vice President


Joseph T. Valenti, President

OFFICE OF THE SUPERINTENDENT OF SCHOOLS
NORTHVALE NEW JERSEY

April 30, 1974

This is to inform you that your salary for the school year 1974-75 (September 1st to June 30th) is .

Said salary to be paid in equal monthly installments of per month. (per pay period.)

Please acknowledge receipt of this notice by signing two copies and returning them to the Board Secretary.

Sincerely,

OFFICE OF THE SUPERINTENDENT

Joseph P. Cornell
Superintendent of Schools

(Signature)

1sj