

4-0404  
~~1700~~  
02-99

## AGREEMENT

WHEREAS, the Pascack Valley Regional Board of Education and the Pascack Valley Regional Educational Association have reached understandings which they desire to confirm in this agreement. In consideration of the following mutual covenants it is hereby agreed as follows:

### I. RECOGNITION

Pursuant to Chapter 303, Laws of 1968, the State of New Jersey, and provided the requirements enumerated therein for representation are complied with, the Pascack Valley Board of Education hereby recognizes the Pascack Valley Regional Educational Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for all full-time certificated personnel under contract to the Board of Education included herein as follows:

- (1) Classroom Teachers  
Guidance Counselors  
Nurses  
Librarians  
Special Education personnel (but excluding Coordinator of Special Services)  
Coordinators
- (2) but excluding:  
Superintendent  
Principals  
Vice-principals  
Board Secretary/School Business Administrator  
Directors of Guidance  
Coordinator of Special Services  
Department Chairmen  
and all other personnel employed by the Board not specifically enumerated in (1) above.

### II. INITIATION OF DISCUSSIONS LEADING TO NEW CONTRACT

The parties agree to enter into discussions over a successor agreement in accordance with Chapter 303, Public Law 1968, prior to October 1 of the calendar year preceding the calendar year in which this agreement expires.

### III. CAFETERIA SUPERVISION

Personnel other than teachers shall perform supervisory duties in the cafeterias except in those instances where such personnel is not available. In the event of unavailability of such personnel, teachers may in such emergencies, be called upon by the Principal or his designated representative or the one acting as Principal, to perform such duties.

*Milwaukee*

#### IV. GRIEVANCE PROCEDURE

##### 1. POLICY

The Board of Education, recognizing that education is a public trust, is dedicated to the task of providing the best education possible for the children of the district. This objective may best be attained if there is a climate of mutual trust, understanding, and cooperation on the part of the Board of Education and its entire staff. To accomplish this end, this policy is adopted.

The Board hereby declares as a statement of policy that any employee of the Board invoking the Grievance Procedure herein set forth shall be free from any prejudicial or punitive action by reason of invoking such procedure.

Pursuant thereto, all documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

##### 2. DEFINITIONS

- a. The term "grievance" shall mean a complaint by an employee that
  - (1) there has been as to him
    - (a) A violation, misinterpretation or inequitable application of the provisions of any memorandum of understandings or agreements arrived at between the Board of Education and any organization of which the employee is a member.
    - (b) An unjust or inequitable application of any policy or any administrative regulation or ruling adopted by or pursuant to the authority of the Board of Education.
  - (2) that he has been treated unfairly or inequitably by reason of any act or condition which is contrary to established policy or practice governing or affecting employees.

The term "grievance" shall not apply to any matter as to which (1) a method of review is prescribed by law, or by any rule, regulation, or by-law of the State Commissioner of Education or of the State Board of Education having the force and effect of law; or (2) in cases where the Board of Education is without authority to act; or (3) to the failure or refusal of the Board to renew a contract of a non-tenure employee.

- b. The term "employee" shall mean any regularly employed individual receiving compensation from the Board whether certificated or not, but shall not be deemed to include

the Board Attorney, Board Auditor, Board Architect, Medical or Dental Officers, nor any other professional not a member of the regular staff engaged by the Board to advise it in any specific or special matters.

- c. The term "immediate superior" shall mean the individual designated in Column 1 of Section C of this Policy covering order of appeal except that where any individual serves more than one school in the District, the term "immediate superior" shall mean the Superintendent.
- d. The term "next higher authority" shall mean the individuals in the order designated in the Columns following Column 1 of Section C of this Policy covering order of appeal.
- e. Where the term "final authority" is used herein that term shall refer to the Board of Education and shall not be construed to bar resort to advisory arbitration as hereinafter set forth.
- f. The term "representative" shall mean any organization designated by any employee as his spokesman provided, however, that the employee shall have designated such "representative" in writing and a copy of such authorization shall have been filed with the Board of Education, or with the individual conducting any hearing prior to the holding of such hearing.

### 3. PROCEDURE

- a. Order of Appeal - the attached shall be the order of appeal in all cases involving aggrieved employees
- b. Any employee who has a grievance shall in the first instance discuss the matter orally with his immediate superior. If the matter is satisfactorily resolved within a period of five (5) days, no further proceedings shall be had.
- c. If the grievance is not satisfactorily resolved within said five (5) days period, then the employee shall reduce his grievance to writing and his immediate superior shall likewise reduce his decision to writing. A copy of the decision of the immediate superior shall be given to the employee and copies of the grievance and the decision shall, within five (5) days, be forwarded to the next higher authority.
- d. A meeting will be scheduled within ten (10) days after receipt of a grievance by the next higher authority for a resolution of the grievance at which meeting the aggrieved employee and his immediate superior shall present their case.

The next higher authority shall within ten (10) days after such hearing render a written decision and shall furnish copies thereof to the aggrieved employee and his immediate superior.

Where the next higher authority is not the final authority, further appeals may be taken until the final authority has been reached. In each case where further appeals are taken, said appeals shall be taken and disposed of within the time periods and in the manner set forth above.

- e. Where an appeal is to be taken to the final authority, copies of the grievance, appeals and decisions previously rendered shall be forwarded by the aggrieved party to the Secretary of the Board of Education together with a written statement of the basis of the appeal to the Board. A copy of the statement of the appeal to the Board shall be served upon the last authority rendering a decision in the matter.
- f. The Board Secretary shall, upon receipt of such appeals, forthwith notify the Final Authority. The authority shall within ten (10) days thereafter fix a time and place of hearing. The hearing to take place within twenty (20) days after the final authority has been notified of the appeal.

At the hearing, all parties who have been involved in any stage of the procedure shall have the right to be heard.

Within twenty (20) days after the hearing, a determination shall be made and all parties shall be notified in writing of the determination.

In the event the aggrieved person is dissatisfied with the disposition of his grievance by the Board of Education, he shall request in writing that the President of the Executive Committee of the PVREA submit his grievance to advisory arbitration before a single arbitrator to be selected in accordance with the rules and regulations established by the Public Employment Relations Commission under the provisions of Chapter 303, P.L. 1968.

If the Executive Committee of the PVREA determines that the grievance is meritorious, it may submit the grievance to arbitration within fifteen (15) school days after receipt of request by the aggrieved person.

In no event shall any arbitrator have the authority to modify, add to, subtract from, or in any manner whatsoever alter the terms and provisions of this Agreement.

The arbitrator shall render his award containing reasons within thirty days from the date of the completion of the hearing. Copies of said award shall be furnished to each of the parties. The parties may mutually agree to an extension of the time within which the award shall be rendered.

In the event of advisory arbitration, the costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other costs incurred shall be paid by the party incurring same.

- g. At any stage of the Grievance Procedure, the aggrieved party shall have the right to summon and have present witnesses on his behalf. The aggrieved employee shall have the right to be represented by counsel and to have speak on his behalf, a member of his "representative". The right to participate in cross examination and/or argument on behalf of the aggrieved party shall be limited to one person.
- h. Nothing contained in this Procedure shall be deemed to require any employee to become a member of any organization and any employee of the Board shall be entitled to a hearing under this Procedure whether a member of any organization or not.
- i. Whenever any requirements of the State Department of Education or of any law enacted by the Legislature of the State of New Jersey provides for any additional procedures not herein set forth, then such additional procedures may be invoked by any aggrieved employee notwithstanding that they have not been set forth herein.
- j. Whenever any requirements of the State Department of Education or any enactment by the Legislature of New Jersey are contrary to the provisions of this procedure, then such requirements shall be deemed to supersede this Procedure and such requirements shall be substituted in place of the provisions set forth herein.
- k. Any procedure heretofore adopted by this Board which is in conflict with the Procedure set forth herein is expressly repealed hereby.
- l. Anything to the contrary notwithstanding nothing contained in this procedure shall be deemed to grant to any non-tenure employee the right to a hearing where re-employment of said employee has not been recommended to or approved by the Board of Education.
- m. No complaint concerning any employee shall be acted upon unless such a complaint is set forth in writing stating with particularity the action or conduct complained of and such complaint shall be signed by the party making same. No other complaints shall be received or processed.

- n. If, in the judgement of the executive committee of the PVEA, a grievance uniquely affects a group of teachers, the PVEA may submit such grievance in writing directly to the Superintendent of Schools. If the Superintendent agrees that the grievance is such as to warrant direct consideration by him, then the processing of such grievances shall commence at this level. This procedure is not intended to apply to common grievances that could be resolved by department chairmen or principals, but to unique grievances over which department chairmen or principals have no control.

4. ORDER OF APPEALS

(See following two pages)

ORDER OF APPEALS

FROM COL. 1 COL. 2 COL. 3 COL. 4 COL. 5

PROFESSIONAL STAFF

Special Service Team	Head of Team	Supt.	*PS-BR Comm.	Board	
Coord. Coop Education	Supt.	*PS-BR Comm.	Board		
Coord. Inst. Material	Supt.	*PS-BR Comm.	Board		
Teacher	Dept. Head	Principal	Supt.	*PS-BR Comm.	Board
Dept. Head	Principal	Supt.	*PS-BR Comm.	Board	
School Nurse	Principal	Supt.	*PS-BR Comm.	Board	
Attendance Officer	Principal	Supt.	*PS-BR Comm.	Board	
Social Worker	Psychologist	Supt.	*PS-BR Comm.	Board	
Guidance Counsellor	Dir. Of Guid.	Principal	Supt.	*PS-BR Comm.	Board
Dir. of Guidance	Principal	Supt.	*PS-BR Comm.	Board	
Psychologist	Supt.	*PS-BR Comm.	Board		
Librarian	Principal	Supt.	*PS-BR Comm.	Board	
Vice Principal	Principal	Supt.	*PS-BR Comm.	Board	
Principal	Supt.	*PS-BR Comm.	Board		
Reading Consultant	Psychologist	Supt.	*PS-BR Comm.	Board	
Speech Consultant	Psychologist	Supt.	*PS-BR Comm.	Board	
Library Tech.	Librarian	Principal	Supt.	*PS-BR Comm.	Board
Coaches	Ath. Dir.	Principal	Supt.	*PS-BR Comm.	Board
Athletic Dir.	Principal	Supt.	*PS-BR Comm.	Board	
Adult Ed. Dir.	Supt.	*PS-BR Comm.	Board		
Summer School Dir.	Supt.	*PS-BR Comm.	Board		
Superintendent	Board			*PS-BR Comm.	Board
Business Adm.	Supt.			*PS-BR Comm.	Board

\*PS-BR (Professional Staff Board Relations Committee)

ORDER OF APPEALS CONT'D.

FROM COL. 1 COL. 2 COL. 3 COL. 4 COL. 5 COL. 6

SECRETARIAL STAFF

Board Secretary	*PS-BR Comm.	Board			
Secretaries in Board Office	Board Sec.	Supt.	*PS-BR Comm.	Board	
Secretaries in Office of Principal	Principal	Supt.	*PS-BR Comm.	Board	
Secretaries in Office of Supt.	Supt.	*PS-BR Comm.	Board		
Secretaries in Office of Guidance Dept.	Guidance Director	Principal	Supt.	*PS-BR Comm.	Board
Secretaries in Office of Librarian	Librarian	Principal	Supt.	*PS-BR Comm.	Board
Telephone Operators	Supt.	*PS-BR Comm.	Board		

CUSTODIAL AND MAINTENANCE STAFF

Groundkeepers and Custodians & Matrons	Bldg. Dir.	Supr. Bldg. & Grounds	Bus. Adm.	Supt.	*PS-BR Comm. Board
Bldg. Director	Supr. Bldgs. & Grounds	Bus. Adm.	Supt.	*PS-BR Comm.	Board
Supr. Bldgs. & Gr.	Bus. Adm.	Supt.	*PS-BR Comm.	Board	

CAFETERIA STAFF

Cafeteria Worker	Cafe. Dir.	Principal	Supt.	*PS-BR Comm.	Board
Cafeteria Dir.	Principal	Supt.	*PS-BR Comm.	Board	

\*PS-BR (Professional Staff Board Relations Committee)



## SUBMISSION OF PROPOSALS

The entertaining of proposals by the Board of Education is purely in the interests of maintaining a harmonious relationship with its entire staff and to enable the Board to maintain a thorough and efficient educational system designed to afford to the students of the District the best education possible consistent with the ability of the District to pay therefor.

1. There is hereby established a Professional Staff-Board Relations Committee consisting of the following:

- (a) Two representatives from the Pascack Valley High School elected by a majority vote of the professional staff at said school;
- (b) Two representatives from the Pascack Hills High School elected by a majority vote of the professional staff at said school;
- (c) Four members of the Board of Education appointed by the President of the Board;
- (d) The Superintendent of the School District

2. The Superintendent shall preside at all meetings but shall not be entitled to vote. There shall be two regularly scheduled meetings one in October and one in April. In addition, the Superintendent shall convene meetings when requested to do so by the Professional Staff or Board's representatives, or whenever in his discretion a meeting is deemed desirable. At least 72 hours notice shall be given in writing of any meeting. All meetings shall be held within 20 days of receipt of written request unless waived by all parties.

3. Whenever a meeting is called an agenda shall be prepared and a copy of said agenda shall be distributed with the Notice of the call of the meeting. Discussions at meetings shall be limited to matters listed on the agenda except in cases of emergency in which cases, such emergent matters may also be considered. The Committee may, by a majority vote of the entire committee, waive the requirement of the provisions and consider any matter not on the agenda.

4. A record shall be kept of action and recommendations of Committee. Copies of said records shall be furnished to all Committee members for approval as to accuracy after which a copy will be sent to the Board of Education.

5. Whenever any change in policy is proposed by the Board of Education, which proposed change may affect the professional staff, or whenever the professional staff desires to submit to the Board for its consideration recommended changes in policy, a copy of such proposed change or changes shall be presented to the Professional Staff-Board Relations Committee for its consideration and recommendation. Matters of mutual concern that the Board of Education and/or the Teachers Executive Committee deem important and basic to the effi-

cient operation of the School system shall be presented to the Professional Staff-Board Relations Committee for its consideration and recommendation.

6. The Committee shall thoroughly consider any and all proposals submitted to it for its consideration under paragraph 5 above and shall submit its recommendations to the Board by its next regularly scheduled meeting or no later than 10 days thereafter.

7. In the event the Committee is unable by a majority vote, to agree upon a recommendation, or in the event there should be a minority recommendation, then the Committee shall submit in writing, its findings\* to the entire membership of the Board for its consideration. Either group of the Committee shall have the right to request an executive meeting with the Board and at such a meeting all members of the Committee or such representatives as may be designated by them shall have the right to be present and be heard. The Board, through its Secretary or School Business Administrator shall notify the Committee of the time and place of such meeting, which meeting shall be scheduled within 10 days after the receipt of such a request. The Board on its own, may hold such a meeting even where no request is made by the Committee.

8. Upon receipt of a recommendation of the Professional Staff-Board Relations Committee or following the conduct of the hearing referred to in Paragraph 7 above, the Board shall make a determination and shall notify the Committee of the action taken by it. Said determination shall be made at the next regularly scheduled meeting of the Board, following the receipt of the recommendation from the Professional Staff-Board Relations Committee or at the next regularly scheduled meeting of the Board following the meeting referred to in Paragraph 7 above.

9. Whenever it is impracticable to comply with the time requirements hereinbefore set forth, the Professional Staff-Board Relations Committee and the Board of Education shall by mutual agreement extend the time within which the Board has to make a determination.

10. Whenever any employee who is not represented by an organization desires to submit a proposal for consideration by the Board, he shall reduce said proposal to writing and submit said proposal to the Board through the Superintendent.

11. Upon receipt of such a proposal the Board shall consider same and if said proposal shall receive a majority vote of the Board for consideration, subject to the procedure hereinafter set forth, the employee shall be notified of a meeting with the Board at which time the employee will be given the right to be heard. Said meeting, if authorized by a majority vote of the Board, shall take place in executive session within 15 days after the vote to hold such meeting.

(\* ) Both majority and minority

12. If the proposal referred to in Paragraph 10 and 11 above affects the Professional Staff of the School District, the Board-Staff Relations Committee shall be furnished with a copy of such proposal and it shall have the right to attend said meeting and be heard in connection therewith.

13. Following the meeting referred to in Paragraph 11 above, the Board shall, within 15 days thereafter make a determination and shall notify all parties of its determination.

14. The willingness of the Board to entertain proposals shall not be construed as constituting a relinquishment by the Board of its prerogatives in matters lying solely within its jurisdiction in accordance with applicable laws and regulations and dealing with (a) the direction of school employees; (b) the hiring, promoting, transferring, assigning and retaining employees within the school district; (c) the suspension, demotion, discharge, or institution of disciplinary action against any employee; (d) the maintenance of the efficiency of the school district operations entrusted to the Board; (e) the release of employees from duties because of lack of work or other legitimate reasons; (f) the determination of the methods, means and personnel by which school operations are conducted; (g) to take whatever action may be necessary to carry out the mission of the school district in emergency situations; (h) any other matters not specifically set forth herein but which matters are solely and exclusively the obligations and responsibilities of the Board.

## VI. SALARIES

The salaries of all professional personnel covered by this agreement under RECOGNITION - Section (1) are set forth in Exhibit A, Exhibit B, Exhibit C, and Exhibit D, which are attached hereto and made a part hereof.

## VII. HEALTH BENEFITS

The extent of insurance coverage in the areas of Blue Shield, Blue Cross, Major Medical and Rider J, for members of the negotiating shall include 100% of the cost of coverage for the individual employee and for the employee's family during the school year 1972-73.

## VIII. SICK LEAVE

Any ten-month employee of the school district shall be eligible for ten sick leave days during the employee's contract period. Any classroom teacher, guidance counselor, nurse, librarian, coordinator, or member of the Special Services Team, excluding the Special Services Coordinator, who has been employed continuously for a period of ten years shall be eligible for twelve sick leave days per contract year. Twelve leave days will be allowed for twelve-month employees.

Sick leave is hereby defined to mean the absence from his or her post of duty, of any person because of personal disability due to illness or injury, or because he or she has been excluded from school by the District's medical authorities on account of contagious disease or of being quarantined for such a disease in his or her immediate household.

When an employee uses less than the allotted number of sick leave days during his contract period, the number of such unused days is cumulative, beginning from the date of the employee's initial employment in the District. Such cumulative days shall be credited as additional days beyond the regular allotted days for any one year. Cumulative sick leave is not transferable when an employee enters the employment of the school district.

A statement listing the total amount of cumulative unused sick leave credited is to be submitted to each employee at the beginning of each school year by the Board Secretary.

If a probationary employee, who forfeits or discontinues a contract for any reason, has expended his sick leave and takes additional sick leave before the contract is forfeited, the Board may deduct from the employee's terminal pay check, reimbursement for the days missed in excess of allowable sick leave.

Whenever an employee is granted Sick Leave, with pay, by the Board of Education, the basic health insurance coverages (employee share only) shall be paid by the Board of Education. Such payment shall be made during the period of such Sick Leave for a maximum of 12 months. If the employee is granted sick leave, without pay, he may continue coverage under the health benefit program at Board expense for a maximum of three months. At the expiration of the three-month period, he may continue his coverage, if the employee elects to pay the required premiums directly to Blue Cross-Blue Shield at non-group rates.

IIIa. EXTENDED SICK LEAVE

When an employee's absence exceeds the annual leave and accumulated leave, the Board of Education may pay any employee each day's salary less the pay of a substitute, for a reasonable length of time, as may be determined in each individual case by the Board and Superintendent.

IIIb. SABBATICAL SICK LEAVE

Sick leave credit will be allowed to all teachers on the staff who have been absent on sabbatical leave.

IX. SABBATICAL LEAVE

A sabbatical leave of absence of one-half or one school year may be granted to a member of the professional staff after each seven-year period of satisfactory service in the District, by the Board of Education, upon recommendation of the Superintendent of Schools.

In order to improve the educational program and stimulate professional growth of personnel, a leave may be granted for formal study and research. Other plans such as fellowships, grants, exchange teaching, may be considered on an individual basis.

It is recognized that a sabbatical leave is a powerful means for improving teaching and supervision, and top priority will be given to applicants whose plans promise the greatest value to the students and the school system.

a. CRITERIA ON WHICH A LEAVE WILL BE RECOMMENDED:

The primary consideration will be the probable benefit to students and the school system.  
Number of years of service.  
Professional performance.  
Equity of distribution, both among departments and between schools.

b. SABBATICAL LEAVE ADVISORY COMMITTEE:

There shall be a Committee to consider applications by teachers for sabbatical leaves consisting of (1) the principals of each high school who shall rotate as chairmen; (2) the department chairman from the subject area(s) of the teacher(s) who make application for sabbatical leave; (3) one tenured teacher from each school to be selected by the Superintendent from list of six tenured teachers (three from each school) elected by the teachers at each school but excluding from said list any member of the Executive Committee of the Pascack Valley Regional Education Association. No applicant for sabbatical leave shall serve as a member of the Committee during the year said application is under consideration.

The function of this committee is to make recommendations for the consideration of the Superintendent relative to the objectives and merits of the proposals and their potential worth to the educa-

tional system of the Pascack Valley District and to the students; and the impact on the possible disruption of the smooth and effective functioning of the Pascack Valley District resulting from the granting of a particular sabbatical leave application.

The Superintendent shall give due consideration to the recommendations of this Committee in connection with his recommendations to the Board of Education for its action.

It is understood that the function of this Committee is advisory to the Superintendent and should in no way be construed as an attempt on the part of the Pascack Valley Regional Education Association to interfere with the sole prerogative of the Superintendent as chief administrator of the district, to make recommendations on sabbatical leaves to the Board of Education.

c. QUOTA

In order to preserve staff efficiency, the number of leaves in a given year should not exceed 3% or nearest whole number above a fraction, from each school. This is a maximum figure. A lesser number may be recommended by the Administration.

d. COMPENSATION

(1) Full school year (two consecutive semesters, five months each, commencing in September). A staff member will receive three-fourths of the contract salary he would normally receive for that particular full school year.

(2) One-half school year (one semester, five months commencing September or February). A staff member will receive one-half of the salary which would have normally been paid to him during the five months (one semester) if he had remained in his teaching assignment.

e. GUARANTEE

A staff member will be reinstated in his proper position at the end of the sabbatical leave with full benefits to which he is entitled under State Law.

f. OBLIGATION

A staff member shall return to the district for at least one full year, or repay the salary given to him on leave, unless such a departure is for health reasons.

g. APPLICATION

Applications should be made in writing to the Superintendent of Schools by September 30 of the year preceding the requested leave. An outline of the projected program must accompany the application.

h. NOTIFICATION

The Superintendent of Schools will make his recommendations known to the Board of Education by December 1 following the September 30 deadline, and the Board of Education will vote on the recommendations at the first regularly scheduled official meeting in December. Applicants will receive notification immediately following this meeting.

- i. In the event that a staff member on sabbatical leave does not pursue the program as submitted in his outline to the Superintendent, except for valid reasons of health, salary payments shall be discontinued immediately.
- j. When an employee is on Sabbatical leave, he will be considered a full time employee and entitled to the basic health insurance coverages; his share to be paid by the Board of Education during the period of Sabbatical Leave.

x. ELEVEN MONTH CONTRACTS

When professional employees covered by this agreement under RECOGNITION - Section (1) are employed on an eleven (11) month basis, they shall receive one-tenth (1/10) of their annual base pay as compensation for the additional month of employment.

xi. DEDUCTIONS FROM SALARY

Deductions from salary for members of the negotiating unit for dues for the Pascack Valley Regional Education Association, the Bergen County Education Association, the New Jersey Education Association, or the National Education Association shall be made in accordance with the laws of the State of New Jersey. (Chapter 310, PL 1967)

xii. MISCELLANEOUS

Whenever the Association indicates a desire to participate in an annuity program in accordance with the provisions of R.S. 18A:66-127, the Board shall participate on behalf of the employees in said program provided, however, that there shall be no more than one plan covering such an annuity program, which plan shall be agreed upon mutually between the parties.

xiii. CONFLICT WITH EXISTING LAW

If any provision of this agreement is held to be contrary to law, then such provision shall be deemed invalid and all other provisions shall continue in full force and effect.

xiv. DURATION OF AGREEMENT

This agreement shall be effective as of July 1, 1972 and shall continue in effect until June 30, 1973.

In witness whereof, the Board has hereto caused its corporate seal to be hereunto affixed and this agreement to be executed by its proper corporate officers; and the Pascack Valley Regional Education Association has hereunto set its hand and seal.

DATED: OCTOBER 25, 1972  
Attest:

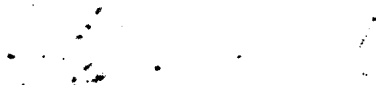
PASCACK VALLEY REGIONAL BOARD OF EDUCATION

  
\_\_\_\_\_  
Board Secretary

By \_\_\_\_\_  
Adele S. Bowler, Board President

Witness:

PASCACK VALLEY REGIONAL EDUCATION ASSOCIATION

  
\_\_\_\_\_  
Secretary

By \_\_\_\_\_  
Robert Coyle, President

OCTOBER 25, 1972



## PASCACK VALLEY REGIONAL HIGH SCHOOL DISTRICT

## Teachers' &amp; Certificated Nurses with Bachelor's Degree Salary Guide \*

1972-1973

<u>Step</u>	<u>BA</u>	<u>BA+32</u>	<u>MA</u>	<u>MA+30</u>	<u>Phd</u>
1	8,549	8,963	9,274	9,946	10,671
2	8,977	9,411	9,737	10,443	11,203
3	9,404	9,859	10,201	10,941	11,738
4	9,916	10,397	10,757	11,537	12,378
5	10,430	10,935	11,313	12,134	13,018
6	10,857	11,383	11,777	12,631	13,551
7	11,285	11,831	12,241	13,129	14,085
8	11,712	12,279	12,705	13,626	14,618
9	12,140	12,727	13,168	14,124	15,152
10	12,652	13,265	13,724	14,720	15,792
11	13,165	13,803	14,281	15,317	16,432
12	13,679	14,341	14,838	15,914	17,073
13	14,190	14,878	15,394	16,510	17,712
14	14,875	15,595	16,136	17,306	18,567
15			16,692	17,903	19,207

\* Certificated nurses who do not have bachelor degrees shall be placed on that step of the guide appropriate to the number of years of service, but the rate of compensation shall be 85% of that set forth on the BA guide.

Adopted: Oct 25, 1972

## PASCAGK VALLEY REGIONAL HIGH SCHOOL DISTRICT

Non-Certificated Nurses' Salary Guide  
1972--1973

<u>Step</u>	
1	6,900
2	7,200
3	7,500
4	7,900
5	8,200
6	8,500
7	8,800
8	9,100
9	9,400
10	9,800
11	10,100
12	10,400
13	10,700
14	11,000

PASCACK VALLEY REGIONAL HIGH SCHOOL DISTRICT EXHIBIT "C"

Athletic Pay Guide  
1972--1973

<u>Positions Each School</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Athletic Director	1,255	1,382	1,509
Head Football Coach	1,150	1,277	1,403
Assistant Football Coach (4)	696	823	950
Football Trainer	696	823	950
Head Basketball Coach	897	1,023	1,150
Assistant Basketball Coach (2)	570	696	823
Head Baseball Coach	707	833	1,023
Assistant Baseball Coach (2)	570	633	696
Head Track Coach	707	833	1,023
Assistant Track Coach (2)	570	633	696
Cross Country Coach	517	580	644
Tennis Coach	517	580	644
Bowling Coach	517	580	644
Head Wrestling Coach	897	1,023	1,150
Assistant Wrestling Coach (2)	570	696	823
Indoor Track Coach	517	580	644
Cheerleader Advisor (2)	517	580	644
Golf Coach	517	580	644

Intramurals: (20 Activities @ \$58.00 per unit of 10 lessons (including Director))

1. A Coach of one sport in the District who transfers to a different sport should be given credit for prior coaching experience.
2. A Head Coach at another school who comes to this district as a Head Coach should be given prior coaching credit.
3. As Assistant Coach at another school who comes to this district as an Assistant or Head Coach should be given prior coaching credit.

Service Credit:

A. Within the District:

1. Any Coach, within the District, who transfers to a different sport will be given credit on the salary scale for his coaching experience, whether this experience be at assistant or head coaching level.

(NOTE: This regulation shall not be construed to mean that with the acceptance of an additional assignment a coach automatically assumes the same experience level in the new sport. For instance, a baseball coach on Step 3 who accepts a track assignment would begin the new assignment on Step 1).

B. ENTERING the District:

1. Any coach entering the District shall receive credit for his coaching experience, whether it be at assistant or head coaching level. The experience, to be credited, must be in the same sport to which the new coach has been assigned.

Adopted: Oct 25, 1972

## PASCACK VALLEY REGIONAL HIGH SCHOOL DISTRICT

Extra Curricular Pay Guide  
1972--1973

<u>Positions Each School</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Student Council Advisor	503	556	635
Yearbook Advisor	477	540	603
Newspaper Advisor	503	556	635
Activities Director	477	540	603
March Band & Color Guard Advisor	477	540	603
Dance Band Advisor	261	292	319
Senior Sponsor (2)	356	356	356
Junior Sponsor	292	292	292
Sophomore Sponsor	234	234	234
Freshman Sponsor	234	234	234
Literary Magazine Advisor	477	477	477
Majorette Advisor	398	424	450
Festival Director	477	477	477
Debating Team Advisor	266	292	319
Dramatics Advisor	266	292	319
Flag Twirler Advisor	213	239	266
Set Construction Advisor	356	356	356
Set Design & Decoration Advisor	356	356	356