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AGREEMENT BETWEEN
RUMSON BOARD OF EDUCATION

AND

RUMSON EDUCATION ASSOCIATION
(includes subsidiaries)

FOR THE

FISCAL YEARS

COMMENCING JULY 1, 1981

AND

COMMENCING JULY 1, 1982

July 1, 1981 - June 30, 1982

LIBRARY
Institution Management and
Relations

OCT 5 1981

RUTGERS UNIVERSITY

Agreement Between
The RUMSON BOARD OF EDUCATION
and
The RUMSON EDUCATION ASSOCIATION
For The Fiscal Years
Commencing July 1, 1981
and
Commencing July 1, 1982

THIS AGREEMENT is entered into this 8th day of
July, 1981, by and between THE BOARD OF EDUCATION
OF THE RUMSON SCHOOLS (hereinafter called "Board") and THE RUMSON
EDUCATION ASSOCIATION (hereinafter called "REA").

WHEREAS, the parties have reached certain understanding which
they desire to confirm in this Agreement.

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PREAMBLE

All aspects of this contract shall be in effect through the 1982-83 school year, or until a successor agreement has been agreed upon resulting from collective negotiations between the Board and the REA which shall begin no later than October 1, 1982.

ARTICLE I

RECOGNITION

- A. The Rumson Board of Education (the Board) hereby recognizes The Rumson Education Association (the REA) as the exclusive representative for collective negotiations concerning grievances and terms and conditions of employment for all certified educational personnel (teachers) and all secretaries employed under contracts or on Board approved leave, but excluding: Superintendent, Principals, Secretary to Superintendent, Board Secretary/School Business Administrator, and the Secretary to the Board Secretary/School Business Administrator.
- B. Unless otherwise indicated, the term "teacher" shall refer to certified, educational personnel as specified in Section A; the term "secretary" shall refer to non-certified, clerical employees as specified in Section A.
- C. Unless otherwise specified, the term "employee" shall encompass all unit members as specified in Article I:A and B.

ARTICLE II

NEGOTIATION PROCEDURE

- A. In accordance with Public Law, Chapter 123, the Board and the REA agree to enter into collective negotiations over a successor agreement in a good-faith effort to obtain agreement on all matters concerning the terms and conditions of employment. Any agreement so negotiated shall apply to all employees, be reduced to writing and submitted for ratification by the REA and approval by the Board. If ratified and approved, it shall be signed by the parties.
- B. If any provision of the Agreement or any application of this Agreement is held 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.

ARTICLE III

EMPLOYEES' RIGHTS

- A. The Board and the REA agree that there shall be no discrimination on the basis of race, creed, color, religion, age, national origin, sex, or marital status in the implementation of, and enforcement of all policies and procedures governing the hiring, training, assignment, promotion, transfer, or discipline of employees.
- B. No employee shall be discharged or reprimanded without just cause. Any such action asserted by the Board or representative thereof, shall be subject to the grievance procedure herein set forth.
- C. Any rights granted to employees pursuant to this Agreement are in addition to and in accordance with New Jersey Laws or other applicable regulations.

ARTICLE IV

GRIEVANCE PROCEDURE

A. Definition:

A grievance is a claim based on the belief that a wrong has been suffered by an employee, a group of employees, or the REA through unfair or inequitable treatment or through interpretation or application of Board policies or as a result of administrative decision or through failure to comply with the provisions of the Agreement.

B. Terms:

1. Aggrieved Person

An "aggrieved person" is the employee, employees, or the REA making the claim.

2. Party in Interest

A "party in interest" is the employee or employees making the claim and any employee including the REA or the Board, who might be required to take action or against whom action might be taken in order to resolve the claim.

C. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to problems which may arise affecting employees. Both parties agree that these proceedings will be kept confidential and include only the appropriate parties of interest.

D. Procedure

1. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. The aggrieved person must initiate the grievance procedure within 45 school days from the time when the grievant knew or should have known of its occurrence. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at the step.

2. Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, by the representative(s) selected or approved by the REA. When a teacher is not represented by the REA, the REA shall have the right to be present and to state its views at all stages of the grievance procedure.
3. Beyond Level One, all grievance submissions and subsequent dispositions shall be in writing, setting forth the decision and the reasons thereto and shall be transmitted promptly to all parties in interest and to the REA.

LEVEL ONE

An employee with a grievance shall first discuss it with his principal, either directly or, at the employee's discretion through the REA with the objective of resolving the matter informally. An employee whose duties are routinely performed at both schools, may initiate his grievance with the Superintendent of Schools. If the grievant is dissatisfied with the disposition of the grievance at this level, or if no decision is rendered within 5 school days after presentation of the grievance, he may move it to Level II within 5 school days.

LEVEL TWO

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within 5 school days after presentation of the grievance, he may refer it to the Superintendent of Schools, who shall communicate his decision in writing to the grievant within 10 school days.

LEVEL THREE

If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within 10 school days after presentation of the grievance to the Superintendent, the aggrieved person may, within 10 school days, notify the REA that the grievance is still pending. The grievant may, within 10 school days, request that the REA move the grievance to the Board. The grievant or the REA may, within 10 school days, move the grievance to the Board.

The Board, or a committee thereof, shall review the grievance. The Board shall render a decision in writing within 21 school days of receipt of the grievance by the Board.

LEVEL FOUR

If the aggrieved person is not satisfied with the disposition of his grievance at Level Three, or if no decision has been rendered within 21 school days after presentation of the grievance, he may request that the REA move the grievance to arbitration.

If the grievant is dissatisfied with the decision of the Board and only if the grievance pertains to the original claim, the grievant or the REA shall have the right to request the appointment of an arbitrator. Such request shall be made known to the Superintendent by certified mail--return receipt requested--no later than 15 school days after the decision of the Board.

Within 10 school days after such written notice of submission to arbitration, the Board and the REA shall attempt to agree upon a mutually acceptable arbitrator. The following procedure will be used to secure the services of an arbitrator:

- a) a request shall be made to the Public Employment Relations Commission to submit a roster of persons qualified to function as arbitrator in question.
- b) if the parties are unable to agree upon a mutually satisfactory arbitrator from the list submitted, they will request the Public Employment Relations Commission to submit a second list.
- c) if the parties are unable to agree within 10 school days of the initial request for arbitration upon a mutually satisfactory arbitrator from the second submitted list, the Public Employment Relations Commission may be requested by either party to designate an arbitrator. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from, the agreement between the parties or any policy of the Board. The decision of the arbitrator shall be in writing and binding upon the parties.

F. Cost of Arbitration

The REA and the Board shall bear all its individual expenses incurred in the course of any arbitration proceeding.

The fees and expenses of the arbitrator are the only costs which shall be shared by the REA and the Board and such costs will be shared equally.

Where grievance proceedings are mutually scheduled by the parties during school time, persons proper to be present shall suffer no loss of pay.

G. Protection of Grievant

The Board recognizes that any employee has a right to file a grievance. The Board states that there shall be no act, conduct or procedure undertaken by the Board or member of the administrative staff which shall be in the nature of a reprisal against any employee who files a grievance, including but not by way of limitation, any assignment of additional duties, any adverse comment in the evaluation of the performance of the grievant, or any action which shall be undertaken solely as a means of a reprisal against any employee filing a grievance.

ARTICLE V

FRINGE BENEFITS

- A. The Board will pay for Blue Cross 365-day Expanded Hospital Benefits, Blue Shield 1420 Medical Benefits, and Rider J, and existing Connecticut General Major Medical coverage for each eligible employee and the cost of such insurance for dependents of each eligible employee.

ARTICLE VI

PERSONAL DAYS

- A. Personal days are those days which may be used by employees for personal business that cannot be conducted at another time and which is necessary for the health and welfare of oneself or one's family. A maximum of five days may be granted by the Superintendent in any year. These days are to be used for personal, legal, business, household, family, or religious matters which require absence during school hours.
- B. Requests for personal days shall be given in writing to the Superintendent, stating the reason for such request, who shall either grant the request or return in writing the reason(s) for denial of said request. However, two of the five days each year will be granted without a stated reason. The days without a reason shall not precede or follow a school holiday or vacation period. Personal days for which reasons are given and the request is granted may precede or follow a school holiday or vacation period.
- C. Personal days are limited to five per year. However, the Board, at its sole discretion, may under exceptional circumstances, grant additional personal days. Such days may be granted without pay, at less the substitute's rate of pay, or with full pay. The Board reserves the right to deny the request.
- D. When a personal day is refused by the Superintendent, the staff member may request a short-term leave of absence. Such request shall state the reason for said request and shall be for three days or less. A short-term leave of absence may be granted under extenuating circumstances when the staff member must be absent during school hours. If a short-term leave of absence is granted by the Superintendent, the staff member's salary will be deducted at 1/200th's for each day.

ARTICLE VII

SICK DAYS

- A. Each employee shall be granted up to 15 days paid sick leave yearly. Unused sick leave will be cumulative.
- B. Effective July 1, 1981, upon retirement teachers who have completed twenty years of service in the Rumson School District and who retire under the provisions of the Teachers Pension and Annuity Fund, shall be eligible for payment for unused accumulated sick leave. The payment shall be based on a reimbursement rate of \$20 per accumulated day up to a total of fifty days for a maximum of \$1,000.

ARTICLE VIII

TUITION REIMBURSEMENT

- A. On recommendation by the Principal and approval of the Superintendent, the Board shall reimburse employees' tuition costs for further study up to a maximum amount, per academic year, equal to the tuition costs of six graduate credits at Rutgers, the State University.

ARTICLE IX

BOARD/STAFF/ADMINISTRATION COUNCIL

A. Structure

1. The Council shall be composed of three members of the Board appointed by the President, seven members of the teaching staff (three from Forrestdale, three from Deane-Porter, and one from Special Services) appointed by the REA, and three administrators.
2. A quorum shall consist of two Board members, five staff members (two of whom shall be from Deane-Porter), and two administrators.
3. A clear two-thirds majority vote of the quorum present shall be needed to carry a motion. This motion shall be understood to be advisory.

B. Purpose

The purpose of the Council is to discuss common problems or problems peculiar to segments comprising the Council. Through a dialogue between the groups it is intended:

1. That lines of communication be kept open;
2. That relationships be improved; and
3. That problems be identified and discussed.

C. Procedures

1. The Council shall be formed annually in September and shall convene at a mutually convenient time at the request of any one of the three segments comprising the Council or by mutual agreement.
2. The Council shall elect a Chairperson and a Recording Secretary for the academic year. The Secretary shall render a brief written statement of its discussions and conclusions prior to the adjournment of the meeting. The report will be sent to the faculty, administration, and members of the Board.
3. The agenda for the meetings shall be the joint responsibility of a representative from the Board, staff, and administration, or appointees thus named.
4. The first agenda item of each meeting will clarify the agenda for that particular meeting.

ARTICLE X

PRINTING AGREEMENT

- A. Verbatim copies of this Agreement as signed by the Board and REA shall be printed and distributed to each employee at the expense of the Board within thirty (30) days after the Agreement is signed. The Board shall have the perogative of choosing the printer.
- B. The Board shall make available to the REA a maximum of twenty additional copies of this Agreement upon request.

ARTICLE XI

1981-82 TEACHER'S SALARY GUIDE

<u>YEARS OF TEACHING EXPERIENCE</u>	<u>B</u>	<u>B+30</u>	<u>M</u>	<u>B+60</u>	<u>M+30</u>
1	11,800	12,100	12,700	13,200	13,900
2	12,100	12,500	13,100	13,600	14,300
3	12,400	12,800	13,500	14,000	14,700
4	12,700	13,300	13,900	14,400	15,100
5	13,000	13,700	14,400	14,900	15,400
6	13,700	14,200	14,900	15,400	16,300
7	14,400	14,900	15,700	16,200	17,200
8	15,100	15,600	16,500	17,000	18,100
9	15,900	16,400	17,200	17,700	19,000
10	16,600	17,200	17,900	18,400	19,900
11	17,400	17,900	18,700	19,200	20,800
12	18,100	18,700	19,300	20,000	21,800
13	18,800	19,400	20,100	20,800	23,200
14	19,700	20,200	21,000	21,500	23,900
15	20,400	21,000	21,700	22,500	24,700
16	21,300	21,700	23,100	23,600	25,500
17	22,400	23,500	24,500	24,800	26,200
18	23,600	25,200	25,900	26,100	27,200

1982-83 TEACHER'S SALARY GUIDE

<u>YEARS OF TEACHING EXPERIENCE</u>	<u>B</u>	<u>B+30</u>	<u>M</u>	<u>B+60</u>	<u>M+30</u>
1	12,800	13,100	13,600	14,100	14,800
2	13,100	13,500	14,000	14,500	15,200
3	13,400	13,800	14,400	14,900	15,600
4	13,700	14,200	14,800	15,300	16,000
5	14,100	14,600	15,300	15,800	16,500
6	14,400	15,200	15,800	16,400	16,800
7	15,100	15,600	16,300	16,800	18,000
8	15,800	16,300	17,200	17,600	18,800
9	16,500	17,000	18,000	18,500	19,600
10	17,300	17,900	18,700	19,200	20,400
11	18,100	18,700	19,500	19,900	21,300
12	18,900	19,400	20,300	20,600	22,300
13	19,700	20,400	20,900	21,800	23,400
14	20,500	21,100	21,700	22,600	25,200
15	21,400	22,000	22,700	23,300	26,000
16	22,200	22,800	23,600	24,300	26,900
17	23,200	23,600	25,100	25,400	27,700
18	24,200	25,600	26,600	26,800	28,500
19	25,600	27,400	28,100	28,400	29,400

ARTICLE XII

TEACHERS' SALARY GUIDE ADVANCEMENT

- A. Teachers receiving advanced degrees will be issued a notification of salary at the new level upon receipt of a transcript from the college/university attended. The appropriate recommendation for advancement on the salary guide will be made at the next Board meeting; however, adjustments will only be made in September and February. Credits must be completed prior to September 1 in order to be eligible for movement in September and credits must be completed prior to February 1 in order to be eligible for movement in February. Advancement on the guide will not be made at any other time during the school year.
- B. It will be the responsibility of the teacher to inform the Superintendent of Schools before October 15 regarding any change or contemplated change in training level for the following school year. A written statement from the teacher of such change will be submitted to the Superintendent not later than the opening day of school in the following September, and a notification of salary issued. If such evidence is not submitted at the prescribed time, no adjustment will be made until the next scheduled adjustment period.
- C. All successful public school service shall be creditable for steps 1-18 (1981-82) and 1-19 (1982-83). However, previous private school service shall be given as credit solely at the discretion of the Board upon the recommendation of the Superintendent of Schools. Up to four years of military service shall be creditable.
- D. Teachers appointed prior to the 1961-62 school years, and who theretofore held a bachelor's degree plus 30 additional semester hour credits, shall be accorded the pay and rank of a teacher having a master's degree.
- E. Teachers may progress to any pay scale shown above provided that earned credits are substantiated by official transcripts.
- F. The 1981-82 Salary Guide replaces the 1980-81 Salary Guide. The 1982-83 Salary Guide will replace the 1981-82 guide on July 1, 1982.
- G. The Board may, by a roll call vote by the majority of the members of the Board, withhold for inefficiency or other just cause an employment increment or an adjustment increment, or both provided that at least ten (10) days in advance of any such proposed action the teacher is given written notice of the Board's proposed action and the reason for said proposed action. Further, the teacher, prior to the Board's vote, shall have the right to address the Board on his own behalf.
- H. Funds withheld from such teachers will be earmarked for summer educational grants.

ARTICLE XIII

TEACHER WORK YEAR AND WORK DAY

- A. The in-school work year for teachers shall consist of a maximum of 183 pupil-contact days plus one professional day. If more than three emergency closings are required, the in-school work year for teachers shall not exceed 180 pupil-contact days plus one professional day.
- B. The Board may, within its sole prerogative, include in the school calendar "early closing" days for "inservice" programs of various natures. Advice of such "early closings" shall be given to the REA a minimum of two weeks prior to the "early closing."
- C. The inclusion of early closing in the school calendar shall not commit the Board to including early closings in any subsequent school calendar as a working condition.
- D. The Board, through BSAC, will welcome input from the REA regarding the school calendar prior to March 15 for the coming school year. However, the final decision as to the composition of the school calendar is recognized to be a Board prerogative.
- E. A teacher shall have the right to refuse to perform volunteer work during a holiday or vacation period beyond the normal in-school day and in-school work year.

ARTICLE XIV

EXTRA-CURRICULAR ACTIVITIES

- A. Within funding restrictions, priority for extra-curricular activities will be given to activities which result in the greatest overall educational impact to the students.
- B. To the degree possible, appointments for the new school year will be approved by the Board not less than one month prior to the commencement of a particular activity. These appointments will be recommended by the administration for a period of one year. No tenure status is acquired with such appointments. All available supervisor positions will be advertised to the teaching staff for a period of at least ten (10) days before appointments are made. Job descriptions for every extra-curricular activity leader will be available from the extra-curricular supervisor.
- C. Pay periods for activity personnel will be three times per year: November, March, and June. Payments are to be made by separate checks at the conclusion of each activity program. In the event a program is ineffective, a re-evaluation will be made to determine the status of the activity. Activities or supervisors may be terminated and/or replaced by substitutes at the discretion of the administration.
- D. In the event that an activity is cancelled by the Administration, payment will be made on a pro-rate basis for time actually worked. In addition, and at the discretion of the Administration, a termination allowance of up to 30 percent of the total activity cost shall be made.
- E. The salary formulas, to be determined by the Administration, are computed calculating the total student contact hours allocated for each activity and multiplying by (Y).

Example: (D) days/week x (W) weeks x (H) hours/day x (Y)* = DWHY

*Y = \$10.50 1981-82 school year; Y = \$11.25 1982-83 school year.

If two supervisors are required, each supervisor will receive DWHY for a total of 2DWHY.

- F. Conditions in any school year may alter the activities pursued in past school years, and may affect all elements in the formula except the hourly remuneration rate.
- G. Teacher participation in extra-curricular activities which extends beyond the regularly scheduled in-school day shall be voluntary and shall be compensated according to the rate established in paragraph E.

ARTICLE XV

SUMMER EDUCATIONAL GRANTS

- A. A teacher employed by the Board is eligible for a summer educational grant after completing seven or more consecutive years of service in the Rumson School District. Requests for such grants shall be submitted to the Board/Staff/Administration Council prior to April 30. BSAC will make its recommendations to the full Board prior to the regular May meeting for approval or disapproval, based on the following criteria:
1. At most, two grants will be funded for any calendar year. Summer educational grants funded but unused in one year can be granted in subsequent years.
 2. Each grant will be \$1700 for the 1981-82 school year; \$1800 for the 1982-83 school year; and \$1900 for the 1983-84 school year.
 3. The candidate must submit a plan of study to BSAC no later than April 30 consisting of a minimum of nine (9) graduate credits consistent with the District's priorities as determined by the Board with advice from the BSAC.
 4. Prior to approving a grant, the Board shall receive from the candidate a signed Summer Educational Grant Contract agreeing to serve one (1) additional school year in the Rumson School District immediately following his/her return from the summer study.
- B. Monies for the two summer educational grants will be budgeted each fiscal year. The grant shall be paid in two installments: one-half to be paid on July 15 and one-half to be paid on August 15 of the year of the summer educational grant leave.
- C. The Superintendent shall certify that the recipient of a Summer Educational Grant has successfully completed the plan of study as approved by the Board. To so certify, the Superintendent shall ascertain that the applicable course credits have been granted within the time frame agreed upon.
- D. If the teacher fails to successfully complete the summer educational grant as approved by the Board or fails to execute in full the terms of the summer educational grant contract, the grant shall be refunded in full to the Board within nine (9) months of the final payment made by the Board.
- E. Should fewer than (2) summer educational grant be approved and/or certified as successfully completed in a calendar year and/or a teacher fails to meet the terms of the summer educational grant contract, the balance between the annual budgeted amount and the actual amount expended by the Board shall be retained by the Board and made available for summer educational grants in subsequent years.

ARTICLE XVI

ADDITIONAL COMPENSATION

A. Districtwide Coordinator	1981-82 - \$1,150
	1982-83 - \$1,250
B. Team Leader	1981-82 - \$ 325
	1982-83 - \$ 350
C. Extra-Curricular Coordinator	1981-82 - \$1,350
	1982-83 - \$1,400

ARTICLE XVII

SECRETARIAL SALARY GUIDES

A. SECRETARY I

<u>1981-82</u>	<u>1982-83</u>
\$12,800	\$14,100

No additional stipend

B. SECRETARY II

<u>Step</u>	<u>1981-82</u>	<u>1982-83</u>
1	\$ 7,300	\$ 7,800
2	7,500	8,000
3	7,700	8,200
4	7,900	8,400
5	8,100	8,600
6	8,300	8,800
7	8,500	9,000
8	8,700	9,400
9	9,200	9,600
10	10,500	10,500

Secretaries on the 10th Step will receive an increase of \$1100 over the 1980-81 salary.

Secretaries on the 10th Step will receive an increase of \$1200 over their 1981-82 salary.

No additional stipend

ARTICLE XVIII

SECRETARIES

- A. Secretary I shall include the following secretaries:
- (1) Principal of Forrestdale School
 - (2) Principal of Deane-Porter School
- B. Secretary II shall include the following secretaries:
- (1) The Second Secretary in the Forrestdale School Office
 - (2) The Special Services Secretary
 - (3) The IMC Secretary
 - (4) The IMC Secretary-AV Clerk
- C. The guide is based on a twelve-month year, and an eight-hour work day, including a one-hour lunch period. Specific hours in a standard day and lunch period are to be determined and scheduled by the Administration. The work day on "early closing" days prior to vacations shall terminate one hour after the dismissal of students.
- D. Overtime will be paid at the rate of one and one-half times the hourly wage. Overtime is defined as that work performed before or after a standard day. The hourly rate is calculated as follows:
- $$\frac{\text{Yearly salary}}{1820}$$
- E. Holiday time will be paid at the rate of one and one-half times the hourly rate, in addition to the actual holiday pay.
- F. Overtime and Holiday time must be assigned by the Superintendent, Business Administrator, or Principal and approved by the Superintendent.
- G. The Board may, by a roll call vote by a majority of the members of the Board, withhold for inefficiency or other just cause an employment increment or an adjustment increment, or both provided that at least ten (10) days in advance of any such proposed action the secretary is given written notice of the Board's proposed action and the reason for said proposed action. Further, the secretary, prior to the Board's vote, shall have the right to address the Board on her own behalf.
- H. Funds withheld from such secretaries will be earmarked for summer educational grants.

ARTICLE XIX

SPECIAL SECRETARIAL DUTIES

- A. Special secretarial duties that are assigned by the administration for extra pay will be performed outside regular work hours, and will not be counted toward overtime. Payment for such duties will be made in separate paychecks at the conclusion of each semester. Currently authorized special secretarial duties are as follows:

<u>Duty</u>	<u>Payment Per Year</u>
Calling Substitutes	1981-82 - \$1350
	1982-83 - \$1450

ARTICLE XX

SECRETARIAL VACATIONS

- A. Vacations shall be staggered at the discretion of the Administration, and will be granted in accordance with longevity as follows:

<u>Length of Vacation</u>	<u>Longevity</u>
2 weeks	1-4 years
3 weeks	5-9 years
4 weeks	10 years

- B. In addition to these vacation periods, secretaries are permitted the following holidays:

New Year's Day	Thanksgiving
Good Friday	Day after Thanksgiving
Memorial Day	Day before Christmas
Independence Day	Christmas Day
Labor Day	Day before New Year's

Furthermore, the secretaries shall be permitted two days for the Teacher's Convention.

"Holiday time" will be paid in addition to actual holiday pay on any of these holidays if a secretary is assigned to work on these days.

- C. Secretaries are to work whenever school is in session, therefore, work days may occur on the following legal holidays:

Martin Luther King Day	Columbus Day
Lincoln's Birthday	Election Day
Washington's Birthday	Veteran's Day

If secretaries do work on these days, no "holiday time" will be paid, but additional compensatory time will be given in lieu of these legal holidays as follows:

- (1) two days off during February vacation
- (2) two days off during Spring vacation
- (3) two days off during Christmas vacation

ARTICLE XXI

SCHOOL AGE DEPENDENTS OF STAFF

- A. Any employee employed as of November 1, 1977, may have his/her child/children (natural, adopted, or stepchild) attend the Rumson School District free of any tuition charges. Teachers and staff members previously employed by the District who left the District on maternity leave and are subsequently rehired are entitled to the same benefit.
- B. Any employee employed on or after November 1, 1977, may have his/her child/children (natural, adopted, or stepchild) attend the Rumson School District, but said employee shall be charged a tuition fee for each child as fixed by the Board to reflect the total, annualized, per capita expenditure for Rumson School District students.
- C. The tuition payments shall be due in two (2) equal installments: the first shall be due prior to the first day of school; the second shall be due prior to the first day of school in January next. Failure to meet these payment requirements shall result in the Superintendent's refusal to admit said student(s) to the Rumson School District until all tuition fees have been received by the District.

IN WITNESS WHEREOF, each of the parties hereto has caused these presents to be executed by its duly authorized corporate officers and has caused its corporate seal to be hereunto affixed to the aforesaid Agreement on this 8th day of July 1981.

BOARD OF EDUCATION OF RUMSON

BY:

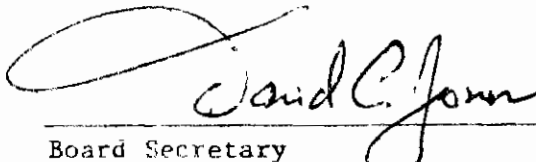

President

RUMSON EDUCATION ASSOCIATION, INC.

BY:

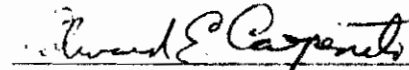

President

ATTEST:



Board Secretary

ATTEST:

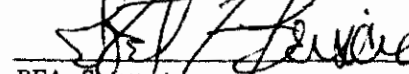
Vice-President



Negotiations Chairman


Member, Negotiations Committee

Member, Negotiations Committee


REA Secretary