

AGREEMENT

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RUTGERS UNIVERSITY

WASHINGTON TOWNSHIP

BOARD OF EDUCATION

(Gloucester County)
and

WASHINGTON TOWNSHIP

EDUCATION ASSOCIATION

Covering the Period

July 1, 1981

to

June 30, 1983





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PREAMBLE

This Agreement entered into this 18th day of December 1981, by and between the Board of Education of Washington Township, the County of Gloucester, New Jersey, hereinafter called the "Board," and Washington Township Education Association, hereinafter called the "Association," provides as follows:

ARTICLE I

Recognition

A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for all regularly employed professionally certificated personnel under ten month contract or on leave approved by the Board, excluding: Superintendent, Deputy and Assistant Superintendents, Business Manager, Business Administrator, Board Secretary, District-Wide Coordinators, Specialists, Supervisors, Child Study Team Director, Facilitator/Supervisor, Special Assistants, Principals, Assistant Principals, Vice-Principals, Director of Guidance, Department Chairpersons, Media Technician, Evening School and Summer School Teachers, Substitute School Teachers, Homebound Instructional Tutors, Adult Community Education Teachers, per diem personnel and all non-certificated employees.

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

C. The provisions of this Agreement apply only to ten month contract teachers as defined in the recognition clause above. The provisions of this contract do not apply to any teacher during the eleventh or twelfth month when said teacher may be under a supplemental contract or an extension of the regular ten month contract. A teacher

Recognition (2)

who accepts a contract extension for the eleventh or twelfth month or a supplemental contract or who is employed on an hourly pay basis during the eleventh or twelfth month, although not covered by the provisions of this contract during the eleventh and twelfth month, shall in no way jeopardize his right to membership in WTEA during the period in which he holds a ten month teaching contract.

ARTICLE II

Negotiation of Successor Agreement

The parties agree to enter into collective negotiations over a successor Agreement in accordance with N.J.S.A. 34:13A-1, et. seq., on or about 120 days prior to submission date of budget.

ARTICLE III

Grievance Procedure

A. DEFINITIONS

1. A "grievance" is a written complaint by an employee or the Association based upon the interpretation, application or violation of Board policy, the Agreement and administrative decisions affecting terms and conditions of employment.

2. An "aggrieved person" is the person or persons making the claim.

3. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

B. PURPOSE

The purpose of this procedure is to resolve differences concerning rights of parties regarding terms and conditions of employment. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. PROCEDURE

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered a maximum and every effort should be made to expedite the process. All time limits must be adhered to unless a modification or extension is agreed to by the Association and the Board. If such time limits are not adhered to by the Board or administration, the aggrieved may initiate action to the next step of this procedure.

Grievance Procedure (2)

If the aggrieved or the Association fails to adhere to such time limits, the grievance shall be considered withdrawn. A grievance to be considered under this procedure must be initiated by the aggrieved or the Association within twenty (20) school days of its alleged occurrence or from the time when the aggrieved or Association could reasonably have known of its occurrence.

2. 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 by mutual agreement so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

3. Level One

A teacher with a complaint may file a grievance in writing with his/her principal or immediate superior either directly or through the Association's designated representative. The principal or immediate superior will meet with the grievant and/or the Association's designated representative with the objective of resolving the matter. After hearing the complaint of the grievant, the principal will respond in writing to the individual or the Association's designated representative, the Board President, the Association President and the Superintendent or his designee.

4. Level Two

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, or if no decision has

been rendered within three (3) calendar weeks after presentation of the grievance, s/he may file the grievance in writing with the Superintendent or his designee, copy sent to the Board President, stating (a) nature of grievance, including what contract provision or policy is being grieved, (b) results of previous discussion, (c) basis of dissatisfaction with the decision, (d) remedies sought.

5. Level Three

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Two, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Superintendent or his designee, the aggrieved may, within five (5) school days after a decision by the Superintendent or his designee, or fifteen (15) school days after the grievance was delivered to the Superintendent or his designee, whichever is less, submit in writing to the Board President a request for a hearing before the Board.

At the option of the Board, such hearing shall be held before the full Board or a designated committee of the Board. Such hearing shall be held within twenty five (25) calendar days of the request for a hearing. The aggrieved may submit written materials to the Board or the designated committee of the Board in support of his/her position at the time of his/her request for a hearing. Any such written materials shall be served on all parties in interest by the aggrieved person.

In the event that the hearing is held before the entire Board, the Board shall make a determination and notify the aggrieved person in writing within fifteen (15) calendar days of the conclusion of the hearing. In the event that the hearing is conducted before

Grievance Procedure (4)

a committee of the Board, such committee may, at the option of the Board, render a final determination. In the event that the right of final determination is vested in the committee of the Board, it shall make such determination and notify the aggrieved person in writing within fifteen (15) calendar days after the conclusion of the hearing. In the event that the hearing is conducted before a committee of the Board, the Board may, at its option, reserve the right of final determination in the full Board. In such event, the Committee of the Board shall make a report and recommendation to the entire Board and the entire Board shall thereafter make a final determination and notify the aggrieved person within fifteen (15) calendar days after the conclusion of the hearing.

6. Level Four

a. If the aggrieved person is not satisfied with the disposition of his/her grievance on a violation of a contract provision at Level Three, s/he may within five (5) school days after the decision by the Board or the Board Committee, as the case may be, or thirty-six (36) school days after the request for the hearing, request that the grievance be submitted to arbitration.

b. Within ten (10) school days after such written notice of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and

procedures of the American Arbitration Association in the selection of an arbitrator. The arbitrator shall limit him/herself to issues submitted to him/her and shall consider nothing else. S/He can add nothing to nor subtract anything from this agreement.

c. The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his/her decision not later than twenty (20) school days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is clearly violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.

d. 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 expenses incurred shall be paid by the party incurring same.

D. RIGHTS OF TEACHERS TO REPRESENTATION

1. Any aggrieved person may be represented at all stages of the grievance procedure by him/herself, or, at his/her option, by a representative selected or approved by the Association. When

a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

2. No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

E. MISCELLANEOUS

1. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Two. The Association may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

2. All decisions rendered at Levels One, Two, Three and Four of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest, to the Board President, President of the Association and the Superintendent or his designee. Decisions rendered at Level Four shall be in accordance with the procedures set forth in Section C, paragraph 6 (c) of this ARTICLE.

3. 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, theretofore referred to in this ARTICLE.

ARTICLE IV

Teacher Rights

A. The Board agrees that every teacher shall have the right freely to organize, join and support the Association with purpose of engaging in collective negotiations and other concerted activities. The Board will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by N.J.S.A. 34:13A-1, et seq., or the Constitution of New Jersey and the United States. The Board further agrees that it shall not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of membership or nonmembership in the Association, his/her participation in any activity of the Association, collective negotiations with the Board, or institution of any grievances under this Agreement.

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

C. Nothing contained herein shall be construed to deny or restrict to any teacher such rights as s/he may have under New Jersey Laws or other applicable laws and regulations.

Teacher Rights (2)

D. No teacher shall be disciplined without just cause in areas not ruled non-negotiable.

E. Any question or criticism by a supervisor, administrator or board member of a teacher and his instructional methodology shall be made in confidence and not in the presence of students, parents or other public gatherings.

F. Whenever an administrator changes a grade given by a teacher, the administrator will affix his initials to the changed grade and notify the teacher, indicating the reason for the change.

Association Rights (2)

to the Association, so long as the Association remains the majority representative of the teachers; and to no other organizations representing teachers.

F. Provisions will be made to permit the faculty representatives of the Association to function. During the 1981-82 school year, in the high school, provision will be made for seven such representatives who, at the discretion of the Board, will be either relieved of homeroom assignments or granted the equivalent to one class period per week for this purpose. Fourteen faculty representatives in the elementary schools (two at each elementary school with the exception of Grenloch Terrace and Original Hurffville which shall have one such faculty representative) shall be relieved of both morning and afternoon bus duty; provided, however, that nothing herein contained shall preclude the assignment of such elementary faculty representatives of such bus duty under emergency circumstances. The Association shall furnish to the Board prior to the end of the then current budget year a list of the names of the faculty representatives in each of the schools who shall receive the benefits of this paragraph.

In the 1982-83 contract year, provision will be made for ten such representatives at the secondary school level (with no more than six in either of the two buildings) who shall be relieved of homeroom assignments or granted the equivalent to one class period per week for this purpose. The provisions for faculty representatives in the elementary schools shall remain the same as in the 1981-82 contract year.

G. The Association President shall be granted released time to conduct Association business and maintain a liaison with the

ARTICLE V

Association Rights

A. The Association and its representatives shall have permission to use school buildings at all reasonable hours for meetings, provided that it shall have notified and secured approval in advance from the appropriate building principal. Any such meeting may only be held prior to the commencement of or after the end of the teacher workday; provided, however, that this shall not preclude a meeting held during the teacher's duty-free lunch period.

B. The Association shall have permission to use school equipment, subject to administrative approval and as long as such equipment remains in the same school building; including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times when such equipment is not otherwise in use. The Association shall pay for the actual cost of all materials and supplies incident to such use. The Association shall pay for the cost of any repairs upon machinery that is necessitated because of Association misuse of the machinery for Association business.

C. The Association shall have, in each school building, the exclusive use of a portion of the bulletin board in each faculty lounge.

D. The Association shall have the right to reasonable use of the interschool mail facilities and school mailboxes.

E. The rights and privileges of the Association and its representatives, as set forth in this agreement, shall be granted

Association Rights (3)

administration and the Board of Education. Such released time shall not be during regularly scheduled class time, nor during regular or emergency faculty meetings.

H. Whenever any representative of the Association or any teacher acting as a representative of the Association participates during working hours at the request of the Board of Education in negotiations, mediation sessions or fact-finding sessions, the teacher shall suffer no loss in pay. The Board is in no way obligated to pay for the services of Association representatives who are not full-time employees of the Washington Township School District by this provision.

ARTICLE VI

Teacher Work Year

A. The school calendar for teachers shall consist of one hundred eighty-nine (189) days. Four of these days shall be for snow or emergency, and if not used shall be deducted at a time determined jointly by the Association and Board of Education.

B. The work year of teachers employed on a ten (10) month basis shall be one hundred eighty-five (185) days. Three (3) of the days for teachers may be used for in-service and orientation in which the teachers shall have part in the planning. Two (2) days for which teachers are employed shall be for attending the N.J.E.A. Convention. The remaining one hundred eighty (180) days shall be teaching days in keeping with the minimum required by law.

C. In the event that an Extended School Year Program is instituted, the Board of Education agrees to negotiate with the Association the terms and conditions of employment for teachers who will participate in this program.

D. In the event that the State of New Jersey and/or the Commissioner of Education and/or the County Superintendent should mandate the closing of schools for any period of time as a direct result of the energy crisis or other national or state emergency, the Association agrees to fulfill its contractual obligations regarding a 185-day teacher work year.

ARTICLE VII

Teaching Hours and Teaching Load

A. Teachers shall indicate their presence for duty or departure in a manner deemed appropriate by the Board of Education or the Superintendent of Schools.

1. Teacher work day for kindergarten through grade six shall be seven (7) hours. Teacher work day for grades 7 through 12 shall be seven (7) hours fifteen (15) minutes.

2. Teachers may be required to remain after the regular work-day, without compensation, for the purpose of attending faculty or other professional meetings. Such meetings shall be reasonably scheduled and of approximately one (1) hour duration, except as dictated by emergency circumstances.

3. Teachers shall have a daily duty-free lunch period of at least forty (40) minutes duration.

4. Teachers may be absent from the building during their scheduled duty-free lunch periods, provided they notify the office of their departure and return.

5. Any teacher who is required to work beyond the normal in-school workday, as defined in paragraph 1 above, shall be compensated at the following rate:

\$11.00

B. 1. An extra annual stipend shall be paid to each "assistant to the principal," and "teacher in charge," when and if appointed, as set forth in Schedule C annexed hereto.

Teaching Hours and Teaching Load (2)

2. In the event that such "assistant to the principal" or "teacher in charge" does not serve in said position for a full school year, the annual stipend shall be prorated.

ARTICLE VIII

Non-Teaching Duties

Teachers shall not drive students to activities in their own automobiles.

ARTICLE IX

Teacher Employment

A. Each teacher shall be placed on his/her proper step of the salary schedule for each year of his/her employment except, in the case of a teacher newly hired to the district, the Board and the teacher may agree to credit the teacher on the salary scale with a lesser number of years of experience than the newly hired teacher may have earned in previous employment. Credit not to exceed four (4) years shall be given for military service as required by 18A:29-11.

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

ARTICLE X

Salaries

A. Teachers employed on a ten month basis shall be paid in twenty (20) semi-monthly installments, payable on the 15th and last day of the month, respectively.

B. A teacher may individually elect to have 10% of his/her monthly salary deducted from his/her pay to be forwarded to an account of a credit union designated by the Association, provided s/he files the appropriate written request form with the business office prior to the first day school is open for students each year.

Credit union payments requested cannot be cancelled until the end of the contract year or at the time the teacher resigns his/her employment in this school district.

The credit union deduction plan replaces the ten month in-district 10% summer savings plan.

C. When a payday falls on or during a school holiday, vacation or weekend, teachers shall receive their pay checks on the last previous working day.

Teachers shall receive final checks on the last working day in June; provided, however, that the Superintendent or other designated representative of the Board shall have first certified

Salaries (2)

that a teacher has fulfilled his/her statutory responsibilities prior to the release of such checks. The pay schedule for any given year will be distributed to teachers at the beginning of each school year.

D. Except when State Laws or rules of the State Department of Education apply, the Board reserves the right to be the sole judge or arbitrator in interpretation of the salary guide.

E. Upon completion of the appropriate number of graduate credit hours beyond a degree or an advanced degree recognized on the salary schedule, a teacher may apply for advancement on the salary schedule. Completion of course work and written notification and request for the proposed change must be submitted by the teacher to the Superintendent's office prior to September 1 to affect the teacher's salary for that contract year. In the 1981-82 contract year, the date for submitting lane changes is extended to November 1.

An advanced degree submitted for an appropriate lane change must be in the field of education or in the current subject in which the teacher is assigned. An advanced degree not in the field of education or not in the current subject taught by a teacher, but closely related, may be approved for application to a lane change at the sole discretion of the Superintendent or his designee.

To be eligible for credit for a lane change, an advance degree must have been awarded after July 1, 1979.

Credits completed on or after July 1, 1979 submitted for an appropriate lane change beyond a degree, but not in an advanced degree lane, must be in the field of education, or in the current subject in which the teacher is assigned. Credits not in the field

Salaries (3)

of education or not in the current subject taught by a teacher, but closely related, may be approved for application to a lane change at the sole discretion of the Superintendent or his designee.

Credits completed before July 1, 1979 submitted for an appropriate lane change beyond a degree, but not in an advanced degree lane, must have been taken within an approved program leading to a higher degree in the applicant's field of work. Applicant's field of work for elementary teachers was limited to courses taken within an approved program leading to a higher degree in (a) elementary education, (b) a specific subject being taught by an elementary teacher. Applicant's field of work for middle and high school teachers was limited to courses taken within an approved program leading to a higher degree in (a) secondary education or (b) a specific subject being taught by a middle or high school teacher.

Undergraduate credits are not acceptable for credit increment on lane changes.

Applicable credits must be taken after the date of the awarding of the degree beyond which the lane change on the salary guide is requested.

F. Salaries for all teachers included in the collective bargaining unit represented by the Association are covered by this Agreement as set forth in Schedule A for the 1981-82 school year and Schedule B for the 1982-83 school year, annexed hereto and made a part hereof.

G. Longevity honoria, minus deductions, are one-time payments

Salaries (4)

and shall be paid at the end of the school year as itemized below:

<u>Number of Full Years of Service Completed in the District</u>	<u>Dollar Amount</u>
10 years	\$150.00
15 years	\$200.00
20 years	\$250.00
25 years	\$300.00
30 years	\$350.00
35 years	\$400.00
40 years	\$450.00

J. The following salary stipends shall be paid to those special services personnel employed in the positions listed below prior to the 1977-78 school year and who continue to serve in those positions.

Social Worker	\$100.00
Speech Correctionist	\$100.00
Learning Disabilities Specialist	\$100.00
Special Education	\$250.00

I. The supplemental salaries payable to teachers who are assigned athletic and cocurricular assignments for the 1981-82 school year is set forth in Schedule C annexed hereto and made a part hereof.

In the 1982-83 school year, the cocurricular salary package, including increments for teachers being reappointed to cocurricular assignments shall equal 9%. The distribution of the 9% increase in the salary package for teachers appointed to cocurricular activities shall be distributed in a manner agreed to by the Association and the Board of Education.

ARTICLE XI

Teacher Assignments

A. 1. All teachers shall be given written notice of their class and/or subject assignments, building assignments and room assignments for the forthcoming year no later than June 30 except as dictated by emergency circumstances discussed with the Association prior to June 30 or last day of school.

2. The Superintendent shall give notice of assignments to new teachers as soon as practicable, and except in cases of emergency, not later than August 15.

3. Teachers holding appointments to cocurricular positions in any given school year and who will be recommended for reemployment in those positions for the following school year shall be notified of their appointments prior to June 30.

B. 1. Schedules of teachers who are assigned to more than one school shall be arranged so that they provide reasonable time for interschool travel.

2. Teachers who may be required to use their own automobiles in the performance of their duties and teachers who are assigned to more than one (1) school per day shall be reimbursed for all such travel at the IRS Car Mileage Costs rate as of August 15 of each year of the contract.

3. Teachers will not have to maintain odometer readings for known established distances between schools and these distances shall be determined through Joint Road Audits or from a review of existing established distances provided by the Superintendent.

ARTICLE XII

Voluntary Transfers and Reassignments

A. 1. No later than ten (10) school days after a vacancy becomes known, the Superintendent or his designee shall deliver to the Association and post in all school buildings, a list of the known vacancies which occur during the school year and those which shall occur during the following school year. In addition to the listing of known vacancies, a listing of anticipated vacancies shall be posted.

2. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building shall file a written statement of such desire with the Superintendent or his designee no later than ten (10) school days after notice of position has been posted.

ARTICLE XIII

Involuntary Transfers and Reassignments

A. Notice of an involuntary transfer or reassignment shall be given to teachers within one (1) calendar week of the decision.

B. In the event that a teacher objects to the transfer or reassignment, upon the request of the teacher, the Superintendent or his designee shall meet with him/her. The teacher may, at his/her option, have an Association representative present at such meeting.

ARTICLE XIV

Teacher Evaluation

A. EVALUATION REPORTS

1. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.

2. Observation and evaluation on nontenured teaching staff members shall be conducted in compliance with New Jersey Administrative Code Title 6:3-1.19.

3. Observation and evaluation of tenured teaching staff members shall be conducted in compliance with New Jersey Administrative Code Title 6:3-1.21.

B. PERSONNEL FILES

1. Evaluation reports filed in the teacher's personnel file shall be signed by both the evaluator and the teacher.

2. A teacher shall have the right to review the material in his/her personnel file. A teacher who desires to review his/her file must schedule an appointment for review with the personnel office at least 24 hours in advance.

3. No material derogatory to a teacher's conduct, service, character, or personality shall be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that s/he has had the opportunity to review such material and must affix his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall

Teacher Evaluation (2)

also have the right to submit a written answer to such material and his/her answer shall be reviewed by the Superintendent or his designee and attached to the file copy.

4. Although the Board agrees to protect the confidentiality of personal reference, academic credentials, and other similar documents, it shall not establish any separate personnel file which is not available for the teacher's inspection.

5. No material of a derogatory nature shall be added to nor removed from an individual's personnel file without the notification of the faculty member. Such notification shall require that the individual sign the material to be filed even though s/he may disagree with its contents.

C. COMPLAINTS

1. Any complaints regarding a teacher made to any member of the administration by any parent, student, or other person, which are used in any manner in evaluating a teacher, shall be promptly investigated and called to the attention of the teacher. The teacher shall be given an opportunity to respond to and/or rebut such complaint. The teacher shall have the right to representation at any meeting or conferences the teacher is requested to attend regarding such complaint.

D. EVALUATION INSTRUMENT

1. A joint Board-Administrator-Association Advisory Committee shall be continued for the purpose of improving evaluation procedures and instruments to be used within the scope of this Article. The Committee membership should be based upon equal representation of the groups involved and in no case should the number exceed ten (10).

ARTICLE XV

Fair Dismissal Procedure

A. NOTIFICATION OF DISMISSAL

On or before April 30 of each year, the Board shall give to each fully certified nontenured teacher continuously employed since the preceding September 30 either:

a. A written offer of a contract for employment for the next succeeding year or

b. Notice that such employment shall not be offered.

B. JUSTIFICATION OF DISMISSAL

Any nontenured teacher who receives notice that such employment shall not be offered shall be entitled to the benefit of the procedures set forth in N.J.S.A. 18A:27-3.2 and N.J.A.C. 6:3-1.20.

When such procedures have been concluded, any further appeal by such teacher shall be to the Commissioner of Education.

ARTICLE XVI

Teacher Facilities

FACILITIES

1. It is considered by the Board and Association that the following facilities and materials are desirable:

a. Space in each classroom in which teachers may store instructional materials and supplies.

b. A teacher work area containing equipment and supplies to aid in the preparation of instructional materials.

c. A faculty lounge.

d. A serviceable desk and chair for each teacher.

e. Convenient access to a telephone.

f. Teacher rest rooms, separate for each sex.

g. Off-street parking facilities which shall be free, adequate, paved and maintained for exclusive teacher use.

h. Closet space for personal articles.

i. Appropriate teaching material including texts, chalkboards, dictionaries, supplies.

j. All classrooms shall be kept clean and orderly by the appropriate personnel each day.

2. Upon request of the Association, vending machines may be installed in teacher's lounges or lunchroom areas.

ARTICLE XVII

Teacher-Administration Liaison

A. The Association shall select a Liaison Committee for each school building which shall periodically meet with the principal, during the school day, for the duration of the school year to review and discuss local school problems and practices, and to play an advisory role in the revision or development of building policies. Areas for consideration shall include but not be limited to such matters as curriculum, textbooks, distribution of materials and supplies, discipline and parent visitation. Said committee shall consist of not less than one (1) member for every twenty (20) teachers in the school building, but shall in no event have more than five (5) members.

B. The Association's representatives shall meet with the Superintendent at least once a month during the school year, unless the parties decide otherwise, to review and discuss current school problems and practices and the administration of this Agreement.

ARTICLE XVIII

Curriculum Council

A. COUNCIL

1. The purpose of the Council shall be to strengthen the educational program through recommendations to the Superintendent to best meet the needs of the students, the schools and the community. The council may advise the Board on such matters as curriculum improvements, teaching techniques, extracurricular programs, in-service training, pupil testing and evaluation, philosophy and educational goals of the district, teacher recruitment, research and experimentation, educational specifications for buildings, and other related matters regarding the effective operation of the Washington Township School District.

ARTICLE XIX

Sick Leave

A. All teachers shall be granted a yearly sick leave of ten (10) days to be used only for illness. Said sick leave may not be used for any other reason. Use in violation of this agreement shall constitute grounds for disciplinary action. All days of sick leave not utilized within the current school year shall be accumulative, to be used for additional sick leave as needed in subsequent years.

B. If any teacher is absent three (3) consecutive days, a doctor's certificate concerning the illness shall be presented upon request of the Superintendent or his designee. Teachers shall notify the principal's office or his/her designee of absence due to illness as early as possible, but no later than one (1) hour before the commencement of the individual teacher's workday. Notification should be made the evening preceding the absence, when possible.

C. Upon termination of employment, a teacher may request and the Board shall grant a certificate stating the teacher's accumulated unused sick leave.

D. Reemployment by the Board of a teacher will not reinstate past accumulated sick leave.

E. The Board may, at its discretion, in the event a teacher exhausts all accumulated sick leave, pay said teacher the difference between the substitute's pay and the daily pay of the teacher (the daily pay of the teacher to be calculated at 1/200 of the net annual contractual salary for 10-month employees).

Sick Leave (2)

F. The total accumulated sick leave which has accrued to each teacher, whether through prior unused annual sick leave or unused personal days by prior contractual arrangement, shall be calculated as of June 30, 1977. Nothing in this agreement shall infringe upon said prior accumulated sick leave which has accrued through June 30, 1977. From and after July 1, 1977, any additional accumulated sick leave shall only accrue with respect to unused annual sick leave. For the purpose of any future legislation which mandates payment by the Board on retirement or otherwise for unused accumulated sick days, only the following shall be deemed to be in the category of accumulated unused sick leave:

1. All accumulated unused sick leave which had accrued through June 30, 1977, either through prior unused annual sick leave or unused personal days by prior contractual arrangement;

2. All accumulated unused sick leave which had accrued on or after July 1, 1977, through unused annual sick leave only.

It is the intention of this subparagraph to exclude from the category of "accumulated unused sick leave" for purposes of any such future legislation any unused personal days which accrue on or after July 1, 1977, and which in accordance with ARTICLE XX (F) are eligible, if unused in the year granted, for use in future years for illness.

G. Teachers shall be given a written accounting of accumulated unused sick leave and a written accounting of unused personal days no later than June 30 of each year. Personal days cannot be carried over to the following year for personal day use.

ARTICLE XX

Temporary Leaves of Absence

A. All temporary leaves of absence with or without pay are granted by the Superintendent of Schools or his designee and, except in emergencies, must be requested and approved in advance.

B. Teachers may be granted up to five (5) days' leave for a death in the immediate family. Immediate family shall consist of husband or wife, mother, father, parents-in-law, brother, sister, child or any person standing in loco parentis.

Such leave shall not be deducted from sick leave.

C. Absence of a teacher due to an injury which is compensable under the New Jersey Workman's Compensation Act shall not be considered as part of sick leave.

D. A teacher absent on jury duty shall not be required to deduct such absence from sick leave. Such teacher shall be reimbursed the difference between their prevailing rate of pay and amounts received for jury service.

E. A teacher required by the Board to attend a court of law on school related matters shall be reimbursed full pay. An absence for such reason shall not be considered a part of personal days.

F. Absence for personal business, as approved by the Administration, such as settlement of house, death of a distant member of the family or friend, or accident, shall not exceed five (5) days during the school year. Absences not in excess of five (5) days shall be with pay at the discretion of the Superintendent or his designee.

Temporary Leaves of Absence (2)

The term "personal business" connotes a serious personal situation that cannot be handled outside of school hours.

Personal days may be utilized for attendance at any type of judicial proceedings or in connection with religious holidays.

The five (5) days specified herein for personal leave shall not be cumulative if not used in the year granted, except in those conditions listed below. Personal leave may be used for illness in the year granted, provided that such teacher has exhausted his annual sick leave and all accumulated sick leave. Unused personal leave may also be used in future years for illness, provided that the teacher has exhausted all his/her annual sick leave and all accumulated sick leave. However, from and after July 1, 1977, any unused personal leave accruing after such date (which is herein made eligible for use in future years for illness where the teacher has exhausted all annual and accumulated sick leave) shall not be deemed "accumulated unused sick leave," as defined in Article XIX (F), for purposes of any future legislation mandating payment by the Board on retirement or otherwise for accumulated unused sick leave. It is the intention of this subparagraph that from and after July 1, 1977, a separate record shall be maintained for "unused personal days" which accrue after July 1, 1977, and are eligible for use in future years for illness in the event that a teacher has exhausted all annual and accumulated sick leave, but that such a record of "unused personal days" shall in no event be deemed to be "accumulated unused sick leave" for the purpose of such legislation.

ARTICLE XXI

Extended Leaves of Absence

A. A female tenured teacher who is pregnant may choose to request maternity leave without pay or may request paid sick leave for disability associated with childbirth, but not both. A female tenured teacher who is pregnant and chooses unpaid maternity leave rather than paid sick leave for disability associated with childbirth shall be granted said maternity leave under one of the following conditions:

1. A female teacher under tenure who presents a doctor's certificate verifying that she is pregnant and wishes to begin her maternity leave between September 1 and January 1 of any contract year, may apply for and shall receive an unpaid leave of absence with the option of returning the first day of the school year in the following contract year or mid-January of the following contract year. Should a female teacher choose to return in January, the Board of Education shall be the sole determinant of the specific day on which she returns from maternity leave.

2. A female teacher under tenure who presents a doctor's certificate verifying that she is pregnant and wishes to begin her maternity leave between January 1 and June 30 of any school year may apply for and shall receive an unpaid leave of absence with the option of returning to the district the first day of the following school year or the first day of school of the second contract year following the year in which her maternity leave began.

Extended Leaves of Absence (2)

3. Any female teacher under tenure who presents a doctor's certificate verifying that she is pregnant and notifies the Board of her pregnancy between June 30 (the end of a contract year) and September 1 (the beginning of a school year) may return to school September 1 of the same year or may apply for and shall receive a full one year of maternity leave, returning in September of the following year.

B. A female non-tenured teacher who is pregnant may choose to request maternity leave without pay or may request paid sick leave for disability associated with childbirth, but not both. A female non-tenured teacher who is pregnant and chooses unpaid maternity leave rather than paid sick leave for disability associated with childbirth may apply for and may be granted maternity leave for the remainder of the school year in which the leave is requested, and such leave shall not extend beyond the end of the teacher's contract for the school year in which the leave is granted, nor shall the granting of such leave to non-tenured female teachers constitute a promise of reemployment for the following school year. Determination of whether the non-tenured female teacher on maternity leave will be reemployed for the following year will be made on, or prior to, April 30. The year in which maternity leave is granted shall not count toward fulfillment of the time requirements for acquiring tenure.

C. The Superintendent shall be notified of the pregnancy by the end of the third month. A request for maternity leave, without

Extended Leaves of Absence (3)

pay, shall be made by the teacher between the third and fifth month of pregnancy. A teacher may not return to work until after the presentation of a medical certificate from a physician stating that she is capable of performing her duties. If a teacher decides not to return, she shall notify the Superintendent by giving notice or resignation at least sixty (60) days before the leave expires.

ARTICLE XXII

Sabbatical Leaves

A. A teacher may, on recommendation of the Superintendent, be granted sabbatical leave of absence for purpose of approved study, travel, or health for a period not exceeding one year if the teacher has been continuously employed by the Board for a period of at least seven (7) years.

B. A teacher on sabbatical leave shall receive one-half of the annual salary to which s/he would have been entitled had s/he remained in the school system during that period.

C. Requests for sabbatical leave of absence shall be made to the Superintendent before November 1, for each school year. Teachers so requesting sabbatical leave shall be notified of the Board's action on the request by January 1.

D. Prior to commencing the sabbatical leave, a teacher shall enter into a contract for return to active service in the district for a period of at least two (2) years after the expiration of such leave. Such contract shall provide for the return of all money received while on sabbatical leave plus six percent (6%) interest in the event that teacher does not return to active service, provided, however, that such reimbursement shall not be required where the failure is due to pregnancy, total incapacity or other incapacity of a physical or mental nature. A determination concerning such a return of funds received while on sabbatical leave shall be within the sole discretion of the Board.

Sabbatical Leaves (2)

E. A teacher returning from sabbatical leave shall be placed on the step of the salary schedule s/he would have attained had s/he remained in the district. Any additional benefits granted to regular teachers shall automatically apply to a teacher on sabbatical leave.

F. Seven (7) teaching years must have passed since a prior sabbatical leave in order for a teacher to become eligible for a second sabbatical leave.

G. Before any teacher becomes entitled to a second sabbatical leave, eligible teachers who have never received sabbatical leave will be given preference.

H. All programs of study in which teachers are enrolled shall be approved by the Superintendent and the Board in writing and shall be successfully undertaken within the sabbatical leave. However, these may be completed after the termination of the sabbatical.

ARTICLE XXIII

Professional Development and Educational Improvement

A. Notwithstanding any previous contractual provision or practice, beginning July 1, 1981, tuition costs incurred by teachers shall be reimbursed by the Board of Education under the following terms and conditions:

1. Tuition costs eligible for reimbursement must be for courses in the field of education or in the current subject being taught by a teacher. In addition, courses not in the field of education or not in the subject area being taught by a teacher, but closely related, may be approved for reimbursement at the sole discretion of the Superintendent or his designee. Courses taken for which reimbursement is requested must be approved by the Superintendent or his designee in advance of enrollment. Reimbursement will not be made until satisfactory evidence of having received a passing grade is presented.

2. Irrespective of the actual tuition costs incurred by the teacher, reimbursement shall be limited to the tuition costs per credit hour in effect from time to time in the New Jersey State College System at the time the teacher enrolls in the course.

3. The date on which a course is completed will determine the contract year in which the credits will be applicable for reimbursement.

4. First-year teachers shall not be entitled to reimbursement for tuition costs incurred for graduate credits earned prior to the award of a second-year contract.

5. Nontenured teachers shall be eligible for reimbursement at the level set forth in Subsection 2, above, for tuition costs incurred for graduate credits earned during a period after the award of a second-year contract, but prior to commencement of work under a tenure contract; provided, however, such reimbursement shall not be payable to such teacher unless and until said teacher has commenced work under a tenure contract.

6. Upon satisfactory compliance by the teacher with all of the terms and conditions set forth in the preceding subsections, such teacher shall be paid his reimbursement entitlement on the following October 1, provided that the teacher is still in the employ of the Board on such date. Such payment on October 1 shall be further conditioned on said teacher remaining in the employ of the Board for the remainder of the current school year. In the event that such teacher shall leave the employ of the Board prior to the expiration of the school year in which such reimbursement entitlement has been paid, such teacher shall be obligated to refund to the Board the entire reimbursement entitlement paid to him during such school year, and for such purpose, the Board shall be empowered to deduct said sum from such teacher's salary payments.

7. No teacher shall be eligible for tuition reimbursement in connection with tuition costs incurred which are paid by the Veteran's Administration or any other outside agency.

8. No teacher shall be eligible for reimbursement for tuition costs for more than three (3) credit hours in any contract year, July 1 to June 30.

ARTICLE XXIV

Protection of Teachers

A. WORKING CONDITIONS

The Board of Education will make every effort to insure safe working conditions. In the event of disorder or disruption in the regular school program, the Association shall have the right to meet with the Board on matters regarding teacher safety.

B. LEGAL ACTION

Whenever any action is brought against a teacher before the Board or before the Commissioner of Education of the State of New Jersey which may affect his/her employment or salary status, the Board of Education shall reimburse him/her for the cost of his/her defense if the action is dismissed or results in a final decision in favor of the teacher.

C. ASSAULT UPON A TEACHER

1. A teacher shall immediately report any case of assault or battery upon his/her person arising out of or in connection with his/her teaching duties. Such matters shall be immediately reported to the Principal.

The Board shall give full support including legal assistance where required.

2. When absence arises out of or from such assault or injury, the teacher shall be entitled to full salary and other benefits for the period of such absence and shall not forfeit any sick leave or personal leave unless pending litigations would be continued to settlement and such settlement or judicial finding indicates that the teacher was the aggressor.

Protection of Teachers (2)

3. A teacher shall suffer no loss of leave or salary if assaulted on duty except if teacher is found to be the aggressor.

ARTICLE XXV

Maintenance of Classroom Control and Discipline

A. A definition of the duties and responsibilities of all teaching personnel pertaining to student discipline shall be reduced to writing by the Superintendent and shall be presented to each teacher at the beginning of each school year or be included in the teachers' handbook or other publication of procedures or practices authorized by the Board of Education.

B. When, in the judgment of a teacher, a student requires the attention of the principal, assistant principal, a counselor, psychologist, physician or other specialist, he shall so inform his principal or immediate superior. The principal or immediate superior shall arrange as soon as possible for a conference among himself/herself, the teacher, and an appropriate specialist to discuss the problem and to decide upon appropriate steps for its resolution.

ARTICLE XXVI

Insurance Protection

A. The Board will provide and pay for health care protection pursuant to the State Health Benefits Plan, or a comparable plan. Both individual and full family coverage will be extended at the Board's cost.

A joint committee of the Board of Education and the Association will meet during the 1981-82 school year to study comparable health benefit plans.

B. The Board shall provide all teachers with a description of health care insurance coverage and a description of the conditions of the coverage and the individual limits thereof.

C. In the 1981-82 and the 1982-83 contract years, the Board shall contribute up to a maximum of \$90 per year toward the actual cost for each teacher who shall be eligible for, and shall be enrolled in, a prescription drug plan through a company to be selected by the Association and approved by the Board. Eligibility for enrollment and benefits shall be governed by and be subject to any restrictions imposed by the plan established by the selected company. Any such plan may provide for coverage for individual teachers and their eligible dependents and may contain a minimum deductible per prescription. Any premium or cost for any such enrolled teacher and his or her eligible dependents in excess of the Board's maximum contribution of \$90.00 per year shall be borne by such teacher either through direct payments by such teacher, or at the option of the Board, through salary deductions.

Insurance Protection (2)

D. In the 1982-83 contract year, July 1, 1982 through June 30, 1983, the Board shall contribute \$140 toward the actual cost of a dental plan for every eligible teacher. The company providing coverage will be selected by the Association and approved by the Board. Any premiums or costs for any such enrolled teachers in excess of the Board's contribution of \$140 per year shall be borne by such teacher either through direct payments by such teacher or, at the option of the Board, through salary deductions.

E. To be eligible for insurance protection described in Paragraphs A, C or D above, a teacher must be employed twenty (20) hours or more per week.

ARTICLE XXVII

Academic Freedom

Academic freedom shall be guaranteed to teachers, and no special limitations shall be placed upon study, investigation, and presenting and interpreting facts and ideas concerning man, human society, the physical and biological world and other branches of learning, which do not conflict with the philosophy, underlying principles, objectives and content of the courses of study adopted by the Board of Education.

ARTICLE XXVIII.

Deduction from Salary

A. The Association shall indemnify, defend and save-harmless the Board of Education against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Board in reliance upon salary deduction authorization card submitted for individual members by the Association to the Board of Education.

ARTICLE XXIX

Guidance Department

The guidance director shall be permitted to grant compensatory time to counselors who because of job demands must work beyond the length of a normal workday.

ARTICLE XXX

Miscellaneous Provisions

A. Management Rights

Except as otherwise specified in this Agreement, the Association recognizes that the Board has responsibility and authority to manage and direct, in behalf of the public, all of the operations and activities of the school district to the full extent authorized by law.

The Board of Education retains the right, in accordance with applicable State and Federal laws and regulations, (a) to direct employees of the School District, (b) to hire, promote, transfer, assign, and retain employees in positions within the School District, and to suspend, demote, discharge or take other disciplinary action against employees, (c) to relieve employees from duties because of insufficient enrollment or for other legitimate reasons, (d) to maintain the efficiency of the School District operations entrusted to them, (e) to determine the methods, means, and personnel by which such operations are to be conducted; and (f) to take whatever actions may be necessary to carry out the mission of the School District in situations of emergency.

In exercising its power, the Board, through its administrative staff, shall, subject to the provisions of this Agreement, exercise all of its managerial rights and authority to the extent permitted by law.

B. Agency Shop

1. Any teacher who is employed by the Board during the terms

Miscellaneous Provisions (2)

of this Agreement and who does not become a member of the Association shall be required to pay a representation fee to the Association for the purpose of offsetting the teacher's per capita cost of services rendered by the Association as majority representative. In the 1981-82 contract year, representation fees for non-members shall be deducted retroactively to September 1, 1981. Thereafter, representation fees for non-members shall be deducted prospectively only, beginning September 1 of each contract year.

2. Unless otherwise specified in this article, the maximum representation fee for non-members, notification of procedures available to non-members for appeal and the establishment of a demand and return system, etc., shall comply to 34:13A-5.4 et. seq. in effect at the time of the execution of this contract.

3. On or about November 1 of each year, the Association will submit to the Board the names of those teachers who have not become members of the Association for that year. The Board will deduct the total amount of representation fee in equal installments, as nearly as possible, in each pay period for the remainder of the year.

4. On or about the last day of each month beginning in November of each year, the Board will notify the Association of teachers newly employed during the month. The Association will notify the Board within 30 days if any newly employed teacher does not become a member of the Association.

5. Any teacher having a representation fee deducted and who terminates employment prior to January 1 of any contract year will

Miscellaneous Provisions (3)

have the representation fee deducted to January 1 of that contract year from his/her final pay, provided the employee has filed the appropriate notification with the Association and the Board.

Any teacher having a representation fee deducted and who terminates employment after January 1 of any contract year, will have the total representation fee for that contract year deducted from his/her final pay.

6. Procedures for the transmission of representation fees to the Association will, as nearly as possible, be the same as those used for the transmission of regular membership dues to the Association.

7. The Association shall indemnify, defend and save-harmless the Board of Education against any and all claims, demands, suits and other forms of liability, including liability for reasonable counsel fees and other legal costs and expenses that may arise out of, or by reason of, suits challenging the legality of this provision.

C. Work Continuity

1. The Association agrees that it will sanction no job actions of any type and will discourage any job actions by its membership for the duration of this contract and during the course of grievance procedures. The Board will conduct no lockouts during the terms of this Agreement.

2. The parties agree that they will resolve all disputes through the procedure outlined in this Agreement or as subsequently modified by statute or court decision.

Miscellaneous Provisions (4)

D. Legal Bases

If any provisions 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.

E. Notification

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party may do so by telegram or registered letter at the following addresses:

1. If by Association, to the Board at: Superintendent, Bunker Hill School, R.F.D. 3, Sewell, N.J., 08080.
2. If by the Board, to Association at: President of Association at his respective building.

F. Printing and Circulation of the Agreement

Copies of this Agreement are to be printed and the cost shared equally by both the Board and the Association.

The Agreement shall be presented to all teachers affected thereby.

G. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing only, executed by both parties.

ARTICLE XXXI

Duration of Agreement

This Agreement shall be effective retroactive to July 1, 1981, and shall continue in effect until June 30, 1983. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their proper officers and their corporate seals to be affixed hereto this 18th day of December, 1981.

ATTEST

WASHINGTON TOWNSHIP BOARD OF EDUCATION

Ellie D. Brohl
Ellie Brohl, Secretary

By: Gerald J. Luongo
Dr. Gerald Luongo, President

ATTEST:

WASHINGTON TOWNSHIP EDUCATION ASSOCIATION

Abraham N. Stein
Abraham Stein, Secretary

By: Dennis E. Martell
Dennis Martell, President

WASHINGTON TOWNSHIP PUBLIC SCHOOLS
 RFD 3, SEWELL, NEW JERSEY 08080

1981-82 SALARY GUIDE

SCHEDULE A

Yrs.	Non-Degree	Bachelor's Degree	Bachelor's Degree		Master's Degree	Master's Degree		Doctor's Degree
			+ 15 Grad. Credits	+ 30 Grad. Credits		+ 15 Grad. Credits	+ 30 Grad. Credits	
1	\$	\$ 12,200	\$ 12,590	\$ 12,970	\$ 13,490	\$ 13,880	\$ 14,260	\$ 14,910
2		12,500	12,890	13,260	13,770	14,160	14,530	15,180
3		12,800	13,170	13,550	14,050	14,430	14,800	15,430
4		13,100	13,490	13,840	14,330	14,710	15,060	15,690
5	11,050	13,570	13,970	14,330	14,840	15,230	15,600	16,260
6	11,840	14,370	14,750	15,140	15,650	16,020	16,410	17,070
7	12,990	15,210	15,600	15,980	16,490	16,880	17,260	17,910
8	14,120	16,100	16,480	16,870	17,370	17,690	18,140	18,790
9	15,320	16,930	17,340	17,760	18,310	18,740	19,150	19,800
10		17,520	17,960	18,380	18,930	19,360	19,780	20,430
11		18,140	18,580	19,000	19,550	19,990	20,400	21,060
12		18,760	19,190	19,620	20,180	20,600	21,020	21,670
13		19,470	19,900	20,320	20,880	21,310	21,730	22,380
14		19,900	20,340	20,750	21,310	21,740	22,140	22,800
15		20,400	20,830	21,250	21,800	22,220	22,640	23,290
16		21,060	21,490	21,900	22,460	22,890	23,300	23,950
17		21,600	22,070	22,480	23,050	23,510	23,920	24,570
18		23,000	23,470	23,920	24,520	24,990	25,430	26,090



WASHINGTON TOWNSHIP PUBLIC SCHOOLS
 REF 3, SEWELL, NEW JERSEY 08080

1982-83 SALARY GUIDE

SCHEDULE B

Yrs.	Non-Degree	Bachelor's Degree	Bachelor's Degree		Master's Degree	Master's Degree		Doctor's Degree
			+ 15 Grad. Credits	+ 30 Grad. Credits		+ 15 Grad. Credits	+ 30 Grad. Credits	
1	\$	\$ 13,000	\$ 13,420	\$ 13,830	\$ 14,390	\$ 14,800	\$ 15,210	\$ 15,920
2		13,260	13,680	14,060	14,620	15,040	15,420	16,130
3		13,560	13,950	14,360	14,890	15,300	15,700	16,380
4		13,860	14,280	14,650	15,180	15,590	15,960	16,630
5	11,050	14,160	14,580	14,960	15,490	15,910	16,300	16,990
6	11,840	14,710	15,100	15,510	16,040	16,420	16,830	17,500
7	12,990	15,560	15,960	16,360	16,890	17,280	17,680	18,350
8	14,120	16,460	16,860	17,250	17,760	18,100	18,550	19,230
9	15,320	17,360	17,790	18,220	18,780	19,220	19,660	20,320
10		18,360	18,840	19,280	19,860	20,310	20,760	21,440
11		19,010	19,470	19,920	20,500	20,960	21,400	22,100
12		19,660	20,110	20,570	21,160	21,610	22,050	22,730
13		20,360	20,820	21,260	21,840	22,290	22,740	23,430
14		21,160	21,630	22,080	22,660	23,120	23,560	24,280
15		21,610	22,070	22,510	23,100	23,550	23,990	24,690
16		22,160	22,610	23,050	23,640	24,100	24,530	25,210
17		22,910	23,410	23,850	24,450	24,950	25,380	26,090
18		24,660	25,170	25,650	26,290	26,800	27,280	27,990



