

AGREEMENT  
Between The  
CARTERET BOARD OF EDUCATION  
and the  
CARTERET EDUCATION ASSOCIATION

X July 1, 1978 - June 30, 1981

LIBRARY  
Institute of Management and  
Labor Relations  
MAR 0 1982  
RUTGERS UNIVERSITY

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PREAMBLE

This Agreement entered into this 16th day of May, 1979, by and between the Board of Education of the Borough of Carteret, hereinafter referred to as the "Board", and the Carteret Education Association, hereinafter referred to as the "Association".

WITNESSETH

WHEREAS, the Board of Education of the Borough of Carteret and the Association recognize that education is a public trust, and

WHEREAS, the Board and the Association are dedicated to providing the best possible educational opportunities for the children of this community, and

WHEREAS, these objectives may be best attained if there is a climate of mutual trust, understanding and cooperation on the part of the Board and the Association, be it

RESOLVED, this Agreement is drafted and entered into pursuant to NJSA 34:13A-1 et seq. in consideration of the aforementioned principles.

ARTICLE I  
RECOGNITION

A. Unit

The Board hereby recognizes the Association as the exclusive and sole representative for all matters pursuant to NJSA 34:13A-1 et seq. for the following full time personnel:

1. Teachers
2. Nurses
3. Guidance Counselors
4. Library Assistants
5. Supplemental Instructors
6. Social Workers
7. Special Education Teachers
8. Librarian
9. Teacher/C.I.E. II Coordinator
10. Teacher/C.O.E. Coordinator
11. Teacher/Job Placement Coordinator
12. Teacher/Career Development Coordinator
13. Teacher/Distributive Education Coordinator
14. Teacher/C.I.E. III Coordinator
15. Custodial and Maintenance Personnel
16. Clerks/10 month
17. Clerks/11 month
18. Senior Clerk/12 month
19. Clerks/Data Processing
20. Special Education Secretary

21. 11 Month Clerk/Transcriber - Special Education

22. Stockroom Clerk/Attendance Officer

23. Aides/Library - Full Time

24. Aides/Teacher - Full Time and all other non-supervisory personnel but excluding all supervisory personnel having the power to hire, discharge, discipline or to effectively recommend the same, managerial executives and confidential employees whose functional responsibilities or knowledge in connection with the issues involved in the collective negotiations process would make their inclusion in this unit incompatible with their official duties.

B. Definitions

1. Teacher

Unless otherwise indicated, the term "teacher" when used hereinafter in this Agreement shall refer to all non-supervisory certificated personnel as defined in the unit above.

2. Employee

Unless otherwise indicated, the term "employee" when used hereinafter in this Agreement shall refer to all personnel represented by the Association in the unit above.

ARTICLE II

NEGOTIATION OF SUCCESSOR AGREEMENT

A. Procedure

The parties agree to enter into collective negotiations over a successor Agreement in accordance with NJSA 34:13A-1 et seq. in a good-faith effort to reach agreement on all matters concerning the terms and conditions of employment of all non-supervisory employees.

B. Modification

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

C. Pendency of a Successor Agreement

This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated in ARTICLE XXIII, unless a successor Agreement is incomplete or otherwise not agreed upon in which case this Agreement shall be extended and controlling.

ARTICLE III  
GRIEVANCE PROCEDURE

A. DEFINITIONS

For purposes of this Agreement the term "grievance" for levels one through four hereinafter referred to as a Category I grievance shall be defined as follows:

A "grievance" is a claim by an employee or the Association based upon the interpretation, application, or violation of this Agreement, policies or administrative decisions and practices affecting an employee or a group of employees.

With respect to the level of binding arbitration hereinafter referred to as a Category II grievance the definition shall be strictly limited as follows:

The term "grievance" is defined as a complaint by any of the covered employees based upon an alleged violation of or violation from the provisions of this Agreement, or the interpretation or application thereof.

In both Category I and Category II the term grievance shall not be deemed applicable in the following instances:

1. The failure or refusal of the Board to renew a contract of a non-tenure employee;
2. In matters where a method of review is prescribed by law, or by any rule, regulation, or by law of the State Commissioner of Education or the State Board of Education;
3. In matters where the Board is without authority to act;

4. In matters involving the sole and unlimited discretion of the Board;

5. In matters where the discretion of the Board may not be unlimited but where, after the exercise of such discretion, a further review of the Board's action is prescribed under provisions of State Law.

The term "representative" shall include any organization, agency or person authorized or designated by the Association or by the Board to act on its or their behalf and to represent it or them. The term "aggrieved employee" or "aggrieved" shall mean any employee, group of employees or the Association.

The term "immediate superior" shall mean the person to whom the aggrieved employee is directly responsible under the Table of Organization prevailing in this School District.



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

B. PROCEDURE

1. An aggrieved employee shall institute action under the provisions hereof within thirty (30) calendar days of the occurrence complained of, or within thirty (30) calendar days after the aggrieved would reasonably be expected to know of its occurrence. Failure to act within said thirty (30) day period, shall be deemed to constitute an abandonment of the grievance.

2. An employee processing a grievance, shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal.

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3. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limit specified may, however, be extended by mutual agreement.

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

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Level 1

An employee with a grievance shall first discuss it with the principal or immediate superior with the objective of resolving the matter informally. The principal or immediate supervisor shall render an informal decision within ten (10) school days after the initial discussion.

Level 2

If as a result of the informal discussion the aggrieved is not satisfied with the disposition of the grievance, the aggrieved may formally file the grievance in writing with the principal within twenty (20) school days after the discussion at Level 1. The grievance in writing to the principal shall specify (a) the nature of the grievance, (b) the nature and extent of the injury, loss or inconvenience and (c) the result of the previous discussions. The principal may within ten (10) school days after receipt of the grievance hold a hearing with the aggrieved and a representative of the Association. The written decision of the principal shall be delivered within ten (10) school days after the hearing, or if no hearing is held, within twenty (20) school days after receipt of the grievance.

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Level 3

If the aggrieved person is not satisfied with the disposition of the grievance at Level 2, or if no decision has been rendered within twenty (20) school days after the grievance was delivered to the principal, the aggrieved may submit the grievance to the Association's Grievance Committee within five (5) school days after the written decision at Level 2, or twenty-five (25) school days after the grievance was delivered to the principal. Should the Association's Grievance Committee deem the grievance to be valid and meritorious the chairperson of the said committee shall within five (5) school days after receiving the grievance submit it to the superintendent or the superintendent's designee.

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Within ten (10) school days after receipt of the grievance, the superintendent or the superintendent's designee may confer jointly or severally with the parties involved and shall within ten (10) school days after such conferences submit the written decision to the aggrieved and the Association's Grievance Committee, or if no conference is held, the superintendent or superintendent's designee shall issue a written decision within twenty (20) school days after receipt of the grievance.

Level 4

In the event the aggrieved is not satisfied with the determination of the grievance by the superintendent, the aggrieved may request the Association's Grievance Committee to submit the grievance to the Board or to a committee designated by the Board. The grievance shall be submitted to the Board by the committee within fifteen days after receipt of the decision of the superintendent. The grievance shall set forth the elements contained in Level 2 together with all other prior decisions. If the aggrieved does

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not request a hearing, the Board may consider the appeal of the written record submitted to it, or the Board may on its own conduct a hearing, or it may request the submission of additional material. Where the aggrieved requests a hearing in writing, a hearing shall be held before the Board. Such hearing shall not be held in a public session.

The Board shall make a determination within thirty (30) school days of the receipt of the grievance and shall in writing notify the aggrieved and the Association's Grievance Committee and the principal and superintendent of its determination. This time period may be extended by mutual agreement of the parties.

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Level 5

In the event an aggrieved is dissatisfied with the determination of the Board, the aggrieved may request the Association's Grievance Committee to submit a formal demand for binding arbitration in accordance with the procedure hereinafter set forth. A request for such binding arbitration shall be made no later than fifteen days following the determination of the Board. Failure to file within the said time shall constitute a bar to such arbitration unless the parties have extended the time by mutual agreement.

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The Board and the Association do hereby agree that during the term of this Agreement the arbitrator shall be either of the following named individuals:

1. Julius Malkin
2. Samuel Ranhand

The arbitrator so selected shall confer with representatives of the Board and the Association's Grievance Committee and hold hearings

promptly. He shall issue his decision not later than twenty days from the date of the closing of the hearing unless the time shall be extended by mutual consent. His decision shall be in writing. The arbitrator shall be without power or authority to make any decision which requires the commission of an act which is prohibited by the New Jersey Constitution or State Law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board, the aggrieved, and the Association and shall be binding upon the parties. The cost for the services of the arbitrator, including per diem expenses if any, shall be borne equally by the Board and the Association.

5. Authority of Arbitrator

The arbitrator shall be limited to the issues submitted and shall consider nothing else. The arbitrator shall not be governed by legal rules of evidence but may receive any logical evidence which the arbitrator may deem to have probative value. The decision of the arbitrator shall be final and binding upon the Board, the Association and all the employees.

6. Arbitrability

Where a question of arbitrability is raised before the arbitrator, the arbitrator shall proceed to decide the matter of arbitrability or jurisdiction before proceeding to hear the case upon the merits. Where the arbitrator determines that a grievance fails to meet the test of arbitrability, or where the arbitrator determines that there is no jurisdiction, the arbitrator shall refer the case back to the parties without a decision or recommendation on the merits.

7. Rights of Employees to Representation

(a) Employees Represented by the Association

Any Aggrieved employee or employees may be represented at all stages of the grievance procedure individually or by a representative selected or approved by the Association.

(b) Employees Not Represented by the Association

When an employee or employees are not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance at Level 2 be notified that the grievance is in process, has the right to be present and state its position in writing at all meetings held with the employee and shall receive a copy of all decisions.

8. Forms

Forms for filing grievances, serving notices, making reports and recommendations and other necessary documents shall be prepared jointly by the superintendent and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

9. Group Grievances

If in the judgment of the Association's Grievance Committee a grievance is system-wide, and the superintendent agrees that it is system-wide, the Association's Grievance Committee may submit such grievance in writing to the superintendent directly, and the processing of such grievance shall be commenced at Level 3. At least one employee's signature shall be affixed to a system-wide or building-wide grievance.

10. Meetings and Hearings

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

ARTICLE IV  
EMPLOYEE RIGHTS

A. RIGHTS AND PROTECTION IN REPRESENTATION

The Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other organizational activities for mutual aid and protection as authorized by NJSA 34:13A-1 et seq. As a duly selected body exercising governmental power under the laws of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by NJSA 34:13A-1 et seq. or other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any employee with respect to hours, wages, or any terms or conditions of employment by reason of the membership in the Association and its affiliates, the participation in any activities of the Association and its affiliates, collective negotiations with the Board, or the institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. STATUTORY SAVINGS CLAUSE

Nothing contained herein shall be construed to deny or restrict to employees such rights as they may have under New Jersey School Laws or other applicable New Jersey or Federal laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those already provided by law.

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C. REQUIRED MEETINGS OR HEARINGS

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

2. Whenever an employee is required to appear before a principal or other administrator for a formal evaluation conference, such employee shall have the privilege to adjourn the conference, if after its commencement the employee believes that such conference could adversely affect the continuation of the employee in the employee's position, salary or salary increment. The purpose of such adjournment would be to provide the employee with an opportunity to obtain the services of a local representative to be present to counsel and advise the employee during such subsequent conference.

3. The principal or administrator, in the case of an adjournment, may request the presence of the superintendent or the superintendent's designee during the subsequent conference. It is understood and agreed that the privilege to adjourn the conference by the employee shall not be acquired until after the commencement of the original conference, and the employee has determined that the conference is adversely affecting the employee's position, salary, or salary increment. Arrangements for a

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subsequent conference shall be made within three (3) working days after the adjournment.

D. ASSOCIATION IDENTIFICATION

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

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ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. INFORMATION

The Board agrees to make available for inspection and examination to the Association in response to reasonable requests from time to time all available public information concerning the educational program and the financial resources of the district together with information which may be necessary for the Association to process any grievance or complaint. The Board agrees to make available to the President of the Association minutes of all Board meetings and names and addresses of all employees covered by this Agreement.

B. USE OF SCHOOL BUILDINGS

The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. The Principal of the building in question shall be notified in advance of the time and place of all such meetings. Approval for the use of such buildings shall not be unreasonably withheld.

C. USE OF SCHOOL EQUIPMENT

The Association shall have the right to use school owned facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment excluding xerox, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall provide all materials and supplies incident to such use and pay the reasonable costs of any repairs required as a result of said use.

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D. BULLETIN BOARDS

The Association shall have, in each school building, the exclusive use of an association owned bulletin board in each employee lounge.

E. MAIL FACILITIES AND MAIL BOXES

The Association shall have the right to use the school mail boxes in each building. The materials placed in such boxes shall be clearly identified as Association material.

F. ORIENTATION PROGRAMS

The President of the Association or his designee shall have the right to speak and solicit membership in the Association at the orientation program for new employees. The superintendent shall establish the agenda for such orientation program.

G. EXCLUSIVE RIGHTS

The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the employees, and to no other representative organizations. However, despite reference in this Agreement to employee or Association as such, the Association reserves the right to act for itself and any employee by committee or representative whether or not a unit member.

H. MUTUALLY SCHEDULED PROCEEDINGS

Whenever any teacher or any representative of the Association, and the Board or any duly designated representative, mutually schedule participation during working hours in negotiations or grievance proceedings, the teacher or Association representative shall suffer no loss in pay.

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ARTICLE VI

BOARD RIGHTS

A. RIGHTS, POWERS AND DUTIES

The Board may not, by agreement or through arbitration, delegate powers and responsibilities which by law are imposed upon and lodged with the Board. Any contract must include and therefore be subject to the New Jersey school laws and all other applicable laws and regulations.

The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, all powers, rights, and authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, and of the United States, including, but without limiting the generality of the foregoing, the right:

1. To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees;

2. To hire all employees and, subject to the provisions of law, to determine their qualifications, and the conditions for their continued employment, or their dismissal or demotion, and to promote, and transfer all such employees;

3. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;

4. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature;

5. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and non-teaching activities, and the terms and conditions of employment.

B. LIMITATIONS

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of New Jersey, and the Constitution and laws of the United States.

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

C. PROFESSIONAL RELATIONSHIPS

The parties further acknowledge that this Agreement has been negotiated and executed with the objective of setting forth mutual rights, obligations and responsibilities. The parties further agree that in all aspects of their relationships they shall comply with all appropriate law and recognized standards of professional conduct and professional relationships. There shall be no discrimination by the Board against any officer of the Association for any legal activity in carrying out that office, nor shall

the Association or any of its members encourage or conduct a strike, impose sanctions or undertake any concerted activity which shall cause a slowdown or disruption of any of the operations and activities of the school system.

D. RESOLUTION OF DISPUTES

Any grievance arising under and out of this Agreement shall be prosecuted within the framework of the Grievance Procedure. The Board acknowledges that it shall fully comply with all of the obligations and responsibilities imposed upon it by this Agreement and shall take no action nor conduct any activities which shall impair the operation of this Agreement.

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ARTICLE VII

NON-RELATED DUTIES

A. At no time shall the Board or any agent thereof require any teacher to perform any duty to which appropriate non-certificated personnel may be assigned except as permitted by law.

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B. At no time shall the Board or any agent thereof assign non-certificated personnel to any position for which an appropriate certificate of the New Jersey State Board of Examiners is required except as permitted by law.

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ARTICLE VIII  
EMPLOYMENT PROCEDURES

A. TEACHER CERTIFICATION

The Board agrees to hire only fully certified teachers holding standard certificates issued by the New Jersey State Board of Examiners for every teaching assignment except as permitted by law.

B. PLACEMENT ON SALARY SCHEDULE

Each employee shall be placed on the proper step of the salary schedule as of the beginning of the 1978-1979 school year. Any employee employed prior to February 1 of any school year shall be given full credit for one (1) year of service toward the next increment step for the following year.

C. CREDIT FOR EXPERIENCE

Credit up to the maximum step of any salary level on any salary schedule may be given for previous outside related experience upon initial employment. Additional credit not to exceed four (4) years for military experience or alternative civilian service required by the Selective Service System and credit not to exceed two (2) years for Peace Corps, VISTA or National Teacher Corps work and time spent on a Fulbright Scholarship shall be given upon initial employment.

D. EARNED VACATION

Upon retirement or resignation, earned vacation shall be paid to any employee who has earned said vacation in proportion of full months worked to the total contract year.

E. TENURE

Tenure rights shall be acquired for all employees after three (3) years of service and the commencement of the fourth appointment.

F. NOTICE

All employees shall be notified of their contract and salary status if available for the ensuing year no later than April 30.

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ARTICLE IX

SALARIES

A. TEACHER SALARY GUIDE

1. The salary guide for all teachers is as set forth in Schedule A, which is attached hereto and made a part hereof.

2. The salary guide for all clerks is as set forth in Schedule B, which is attached hereto and made a part hereof.

3. The salary guide for all custodians, janitresses and maintenance personnel is as set forth in Schedule C, which is attached hereto and made a part hereof.

4. The salary guide for teacher aides is as set forth in Schedule D, which is attached hereto and made a part hereof.

5. The salary guide for extra service (non-athletic) is as set forth in Schedule E, which is attached hereto and made a part hereof.

6. The salary guide for extra service (athletic) is as set forth in Schedule F, which is attached hereto and made a part hereof.

B. PAY SCHEDULE

Employees engaged on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments, to be received on or before the 15th and 30th of the month. A concerted effort will be made to deliver all checks prior to lunch hour.

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

Ten (10) month employees shall receive their final checks on the last working day in June as signified on the school calendar; according to Board policy in relation to compensation.

C. DEDUCTIONS

Employees may individually elect to have ten (10%) percent of their monthly salary deducted from their pay and accumulated to their credit. These funds shall be paid to the employee on the last working day in June. These funds shall be deposited in an interest bearing account in a banking institution to be mutually agreed upon between the parties. *6/22/10*

D. INCREMENTS

Employment increments, i.e., a step up on the Guide based on service or additional salary raises which may be authorized by the Board, are not automatic. Such increments and/or raises shall be awarded based upon the recommendation of the superintendent based upon satisfactory professional performance and approval by the Board of Education. An appeal from withholding of an increment or raise shall not be the subject of a grievance but shall be processed in accordance with NJSA 18A:29-14, which provides that an appeal from the withholding of such increment shall be heard before the Commissioner of Education. Nothing in this Agreement shall be construed to mean that the Board has waived the right to withhold an increment except that no employee will have an increment withheld without just cause in accordance with provisions of NJSA 18A:29-14.

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WILLIAM V. LANE

AREA CODE 201

233-9000

October 19, 1979

Mr. John Cieslarczyk, President  
Carteret Board of Education  
Abraham Lincoln School  
Carteret, New Jersey 07008

Mr. Frank Walsh, President  
Carteret Education Association  
Carteret High School  
Washington Avenue  
Carteret, New Jersey 07008

Gentlemen:

The within letter is intended to serve as an Agreement between the parties relative to the disposition of the earned interest on the summer payment plan monies covered in ARTICLE IX, Paragraph C of the Contract between the parties for the period July 1, 1975 to June 30, 1978.

The Board of Education proposes to now turn over such funds to Carteret Education Association based upon the following terms and conditions:

A. The CEA represents and warrants that the total sum turned over will be immediately placed in an interest bearing account.

B. Unless on or before May 31, 1980, the CEA has received either (1) a decision of a Court of competent jurisdiction or (2) an opinion of the Commissioner of Education or (3) a ruling by an appropriate Administrative Agency to the contrary, the funds shall thereafter be disbursed for the Scholarship Program as referred to in ARTICLE IX, Paragraph C.

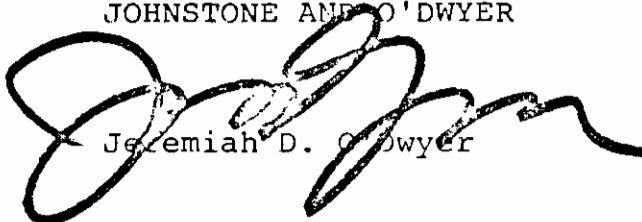
C. The CEA shall thereafter notify the Board of

the names of the recipients of such scholarships and the amounts granted. The potential recipients are not limited to the Class of 1980.

If the above is in accordance with the understanding and agreement of the parties, I would ask that two copies of the within letter agreement be executed.

Very truly yours,

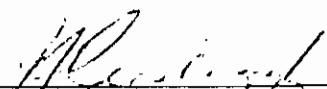
JOHNSTONE AND O'DWYER



Jeremiah D. O'Dwyer

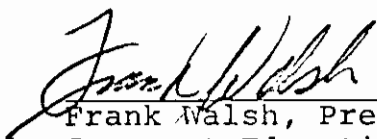
JDO'D/ed

ACCEPTED AND APPROVED:



John Cieslarczyk, President  
Carteret Board of Education

ACCEPTED AND APPROVED:



Frank Walsh, President  
Carteret Education Association

ARTICLE X

EMPLOYEE ASSIGNMENTS

A. NOTIFICATION

All presently employed employees shall be given notice of their salary status (step and level) if available for the forthcoming year not later than April 30th.

B. VACANCIES

The superintendent shall provide written notice of vacancies for all positions including new positions to the President of the Association.

ARTICLE XI  
TEACHER EVALUATION

A. General Criteria

1. All monitoring or observation of the work performance of a teacher shall be conducted openly. The use of audio systems or public address systems for teacher evaluation shall be prohibited.

2. The teacher shall be evaluated by those persons designated by the Board of Education in accordance with applicable law.

3. A teacher shall be given a copy of any class visit or evaluation report prepared by the evaluators. The teacher is to receive a copy of this report at least one day before a follow-up conference. Only after the conference between the teacher and the evaluator (unless the teacher and evaluator mutually agree that a conference is not necessary) shall the report be submitted to the central office for placement in the teacher's file.

4. The teacher shall have the right to answer any material filed and the teacher's answer shall be attached to the file copy.

B. Evaluation Procedure

1. Non-tenure teachers shall be observed and evaluated in accordance with N.J.S.A. 18A:27-3.1 and N.J.A.C. 6:3-1.19. Tenure teachers shall also be formally evaluated in accordance with N.J.A.C. 6:3-1.21.

2. Evaluation reports shall, where weaknesses are noted, include suggestions for measures the teacher may take to improve the teacher's performance.

3. A teacher shall be entitled to a conference with the evaluator to discuss the teacher's evaluation report.

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C. Personnel Records

1. File

Teachers shall have the right, upon request, to review the contents of their personnel file and to receive copies at their own expense of any documents contained therein. Teachers shall be entitled to have a representative of the Association accompany them during such review.

2. Derogatory Material

No material derogatory to a teacher's conduct, service, character or personality shall be placed in the teacher's personnel file unless the teacher has had an opportunity to review the material. Teachers shall acknowledge that they have had the opportunity to review such material by affixing their signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. Teachers shall also have the right to submit a written answer to such material and the teacher's answer shall be reviewed by the Superintendent or Superintendent's designee and attached to the file copy.

3. No Separate File

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

4. Termination of Employment

Final evaluation of a teacher upon termination of employment shall be concluded prior to severance and no documents and/or other materials shall be placed in the personnel file of such teacher after severance or otherwise than in accordance with the procedure set forth in this ARTICLE.

ARTICLE XII

FAIR DISMISSAL PRODECURE

A. Notification of Status

1. Date

On or before April 30 of each year, the Board shall give to each non-tenure teaching staff member continuously employed since the preceding September 30 either:

(a) A written offer of a contract for employment for the next succeeding year providing for at least the same terms and conditions of employment but with such increases in salary and benefits as may be required by law or agreement between the Board and the Association, or

(b) A written notice that such employment shall not be offered.

2. Reasons

Any non-tenure teacher who receives a notice of non-employment may within fifteen (15) days thereafter in writing request a statement of reasons for such non-employment from the Board which statement shall be furnished to the teacher within thirty (30) days after receipt of such written request.

3. Procedure For Appearance Of Non-Tenured Teaching Staff Members Before The Board

The request for and the appearance shall be conducted in accordance with the provisions of N.J.A.C. 6:3-1.20 et seq.

4. Failure To Comply

Should the Board fail to give a non-tenure teaching staff member either an offer of contract for employment for the next succeeding year or a notice that such employment shall not be offered, all within the time

and in the manner provided by this ARTICLE, the Board shall be deemed to have offered to that teacher continued employment for the next succeeding school year upon the terms and conditions of employment as may be required by law or agreement between the Board and the Association.

5. Notification Of Intention To Return

If the teacher desires to accept such employment, the teacher shall notify the Board of such acceptance, in writing, on or before June 1, in which event such employment shall continue as provided for herein. In default of such notice the Board shall not be required to continue the employment of the teacher.

Base Initials


Base Initials


ARTICLE XIII

SPECIAL CLOTHING AND  
ANSWERING SERVICE

A. SPECIAL CLOTHING

The Board shall continue to provide such special clothing used in the performance of an employee's duties as was provided in the 1974-75 school year.

B. ANSWERING SERVICE

The Board agrees to provide a 24 hour answering service for employees to report their unavailability for work. Once an employee has reported such unavailability, it shall be the obligation of the administration to arrange for job or class coverage.

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ARTICLE XIV

TEMPORARY LEAVES OF ABSENCE

The Association and the Board agree that optimum conditions for learning and for the development of the students require the regular attendance of the teacher in charge, and that effective and efficient performance of all the functions involved in school operation likewise depend upon regular attendance of all employees. The following provisions are provided as safeguards against certain of the vicissitudes of life, and hence are a measure of security contributing to the peace of mind of all concerned. The Association agrees to cooperate with the Board in encouraging all employees to recognize and utilize these provisions only for this purpose, and also to assist the Board in discouraging any abuses of these benefits.

A. PERSONAL ILLNESS OR INJURY

Personal illness or injury are defined as absence because of personal disability due to illness or injury, or because of exclusion from school by the medical authorities on account of a contagious disease or quarantine for such disease in the immediate household.

1. Each ten (10) month employee of the Board shall be entitled to ten (10) days absence each year for personal illness. Such sick days not utilized in a particular year shall be accumulated without limit.

2. Each eleven and twelve month employee of the Board shall be respectively entitled to eleven (11) and (12) days absence each year for personal illness. Such sick days not utilized in a particular year shall be accumulated without limit.

3. In the event an employee has exhausted the annual sick leave, or if in addition to annual sick leave, accumulated sick leave has also been exhausted, extended sick leave may be granted. Such additional leave may be immediately granted in the event it is consecutive with an absence which has been paid under the provisions of the preceding paragraph 1. In the event it is not consecutive with such an absence, it may be granted beginning after ten (10) consecutive scheduled work days of absence.

Requests for such extended sick leave shall be considered only when submitted with a physician's certificate documenting the illness or injury. In all cases an amount equivalent to substitute's pay shall be deducted from certificated employee's during such additional leave; non-certificated employees shall be paid at half their regular base pay rate. The term 'substitute pay' as used in the provisions for extended sick leave, funeral leave, and absence for professional reasons shall mean \$25/day. Such extended leave may be granted in accordance with the following schedule:

<u>Full Years of Service</u>	<u>School Days</u>
More than Zero (0) to one (1)	One (1)
More than One (1) to two (2)	Two (2)
More than Two (2) to three (3)	Three (3)
More than Three (3) to five (5)	Twenty (20)
More than Five (5) to ten (10)	Sixty (60)
More than Ten (10) to twenty (20)	One Hundred (100)
More than Twenty (20)	One Hundred and Ten (110)

Such extended sick leave shall not be cumulative and is the maximum that may be granted in any twelve (12) month period.

4. When absence for personal illness exceeds five (5) consecutive days, a physician's statement shall be filed with the Secretary of the Board, through the Principal and the Superintendent. Such statement shall

certify the period of disability, and include the dates of treatment, the diagnosis and the prognosis involved. In case of frequent or intermittent illness the Board of Education or the Superintendent may require the employee to submit to an examination by a school physician as well as require the employee to submit a statement from the attending physician.

5. All personnel employed on or before July 1, 1978 shall, upon retirement, receive 10% of their last final annual salary plus \$10.00 per day for each day of accumulated sick leave which total amount shall not exceed 15% of their last final annual salary.

All personnel employed after July 1, 1978 shall, upon retirement, receive \$10.00 per day for each day of accumulated sick leave which amount shall not exceed 15% of their last final salary.

All personnel upon resignation or termination shall receive \$10.00 per day for each day of accumulated sick leave which amount shall not exceed 15% of their last final salary.

No employee shall be paid for accumulated sick leave if said employee elects to have their accumulated sick leave transferred to their new employment. Each employee upon receipt of the aforementioned payments and/or credits shall sign a receipt therefor, a copy of which shall be retained by the Board.

B. OCCUPATIONAL INJURY

Any employee injured in the performance of their duties shall within twenty-four (24) hours report such injury to their immediate supervisor. The report shall be in writing on a form supplied by the Board. An employee so injured shall be paid the full salary or wages for the period of such

absence for up to one (1) calendar year without having such absence charged to the annual or accumulated sick leave. Any amount of salary or wages paid to the employee for the work-connected injury shall be reduced by the amount of any workmen's compensation award made for temporary disability

C. ILLNESS IN IMMEDIATE FAMILY

In case of illness of parent, brother, sister, husband, wife, child or any other relative living at home within the immediate family paid leave will be permitted up to a maximum of five (5) days in the fiscal year. This time will be charged against the sick leave provided in A.1. above.

D. MATERNITY LEAVE PROPOSAL

1. An employee, who becomes pregnant, shall notify the superintendent of such pregnancy as soon as it is medically confirmed. No employee who is pregnant shall be removed from her regular duties during such pregnancy, which occurs during the school year for which she is employed or contracted unless as a result of such pregnancy, her performance has been substantially impaired or her health would be impaired if she were to continue her duties.

2. A pregnant employee, prior to ceasing her duties, may apply for and receive a maternity leave. Application for such maternity leave shall be filed with the superintendent 60 days prior to the commencement of such leave. It shall specify the date upon which it is desired that such maternity leave shall commence and the date upon which the employee desires to return to her duties. The Board may require the employee to produce a certificate from a physician to support the requested leave period. In the event the Board disputes the length of the requested leave period, a request shall be

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made to the Middlesex County Medical Society for the appointment of an impartial physician whose findings and conclusions shall be binding upon both the Board and the employee.

3. If the physician's certificate provided by the employee or the report of the impartial physician does not support the length of the requested leave period, the Board may deny such leave or modify the length of time requested. If the physician's certificate produced by the employee or the advice of the impartial physician supports the length of the requested leave period, the Board shall grant such leave except if the granting would substantially interfere with the administration of the school. Upon granting of such leave, the term may be extended or reduced based upon medical reasons upon application by the employee to the Board for such extension or reduction. Such application shall be supported by a certificate of a physician. In the event of a dispute concerning the physician's certificate, the matter shall be referred to the County Medical Society for determination as set forth above. If there is no dispute with respect to the application for extension or reduction based upon medical reasons, such leave shall be extended or reduced provided it shall not interfere with the administration of the schools.

4. A non-tenured employee shall acquire no right to obtain an extension of such leave beyond the end of the contract year in which such leave is obtained. Further, such non-tenured employee shall have no right to return to her duties in the subsequent school year unless a contract has been offered by the Board and accepted by the employee in accordance with the appropriate statutes.

5. Nothing contained herein shall be deemed to preclude the Board from requiring a doctor's certificate from any employee prior to the employee resuming her duties and assignments upon the termination of the maternity leave. Such doctor's certificate shall certify that the employee is in all respects physically capable of discharging the full scope of her duties.

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6. No teacher on maternity leave shall on the basis of said leave, be denied the opportunity to substitute in the Carteret School District in the area of her certification. In addition, any employee shall not be denied or deprived of any benefits to which she would otherwise be entitled based solely upon the fact that a maternity leave was obtained.

7. A tenured employee who adopts a pre-school child may also request a maternity leave of absence without pay. Such tenured employee shall notify the superintendent as soon as application for adoption has been filed together with a statement of the tentative date upon which de facto custody is to be received. The leave shall commence upon receiving de facto custody of the child and shall continue for the balance of that school year together with the next full school year. In the event the tenured employee wishes to return to the district, she shall notify the superintendent not later than March 1 of the succeeding school year.

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8. Anything to the above, to the contrary notwithstanding, the Board may grant maternity leave to a tenured employee for the remainder of the contract year and for the subsequent contract year upon request by the tenured employee. The request for leave in the subsequent contract year shall be made on or before March 1. The tenured employee shall not be permitted

to return prior to the termination of the requested leave time once it has been approved.

9. In order to become eligible for more than one maternity leave a staff member must remain on active duty in the district for a period of three (3) consecutive school years upon return from a prior maternity leave.

10. Nothing above stated shall be construed to deny a tenured employee expanded maternity leave benefits which may in the future be mandated by law.

E. NOTICE OF ACCUMULATED SICK LEAVE

Employees shall upon request be given a written accounting of accumulated sick leave no later than September 30th of each school year.

F. FUNERAL LEAVE

1. Leave of absence of five (5) consecutive calendar days without loss of salary shall be allowed an employee in case of death in the immediate family. Immediate family shall be defined as spouse, parent, grandparent, parent-in-law, child, sibling, or any other relative who is a resident in the employee's household.

2. Leave of absence on the day of the funeral without loss of salary shall be allowed an employee in case of death of an employee's nephew, niece, uncle, aunt, cousin, brother or sister-in-law who is not a member of the employee's immediate family as defined in paragraph 1 above.

3. In cases not covered by paragraph 1 or 2 above, in which attendance at a funeral is expected of or incumbent upon an employee, the employee may be permitted to attend and in all cases an amount equivalent to

a substitute's pay shall be deducted from the teacher's daily salary; all other employees shall be paid at half their regular daily salary except that in the case of death of an employee of the Board the Association shall be allowed one (1) representative selected by the Association to attend said employee's funeral without loss of salary.

G. SCHOOL VISITATION

1. Teachers may request two days' absence in each school year for the purpose of visiting other schools for observation, discussion and related professional interests. Requests for such time must be in writing, recommended by the Principal and approved by the Superintendent. However, such absence may exceed two days if in the opinion of the Superintendent such absence is in the best interest of the school system.

2. Teachers may request additional time to that provided in the preceding paragraph, for purposes of attending professional educational meetings or conventions. If granted, such leave shall be paid for at the teacher's regular rate minus an amount equivalent to substitute's pay.

3. Clerical and secretarial employees shall be granted two (2) days with pay for purposes of attending the N.J.E.A. Convention.

H. LEGAL

Time necessary for appearance in any legal proceeding related to the employment of any employee or in any other legal proceeding in which the employee is subpoenaed by law to attend whether or not an employee is a party to the case.

I. GOOD CAUSE

Other temporary leaves may be granted by the Board pursuant to N.J.S.A. 18A:30-7.



J. PERSONAL BUSINESS

1. Personal business is defined as any activity which requires the personal attention and physical presence of the employee at a time and place that necessitates absence from school. Three (3) days may be allowed for personal business. One (1) of the three (3) days may be taken without citing a reason. However, such a request must follow the established procedure and will not be allowed the day before nor the day after a school holiday or any other day of personal leave. In all cases, requests must be filed with the Principal at least forty-eight (48) hours prior to such absence. Such requests must be in writing. Emergencies may void the forty-eight (48) hour period, but the Principal must be notified prior to the start of the school day involved. It is further understood and agreed that such personal business days are not cumulative.

2. It is not intended by the parties that the day of personal leave without explanation shall be used by the employee indiscriminately or excessively. It is further understood between the parties that this provision respecting personal business days shall be subject to evaluation and review and shall be considered to be the subject to further negotiations based upon the actual experience with this provision.

K. MARRIAGE

Employees are not expected to request time off during the school year for purposes of marriage or wedding trips, in view of the possibility of scheduling these in conformity with vacation and holiday periods. However, if unusual circumstances require special consideration, a leave of absence without pay may be granted by the Board.

L. SECRETARIAL, CLERICAL AND CUSTODIAL VACATION AND HOLIDAY  
SCHEDULE FOR TWELVE MONTH EMPLOYEES ONLY

1. Vacation Schedule

	<u>Service</u>	<u>Vacation</u>
More than	Six (6) months to one (1) year	One (1) week
More than	One (1) year to seven (7) years	Two (2) weeks
More than	Seven (7) years to fifteen (15) years	Three (3) weeks
More than	Fifteen (15) years	Four (4) weeks

(a) Vacations are not accumulative and they must be approved by the appropriate supervisor.

(b) All vacations should be taken during the months of July and August. An employee may be permitted to take the vacation time during the school year with written consent. In the case of Board office personnel and custodians written consent should be obtained from the Board's secretary. All other employees shall obtain such written consent from the Superintendent of Schools.

2. Holiday Schedule

1. In addition to the regular summer vacation, the following days shall be considered paid holidays:

Independence Day  
Labor Day  
Columbus Day  
Presidential Election Day. General Election Day when school is not in session.  
Veteran's Day  
Thanksgiving Day  
Day after Thanksgiving - if there is no school on that day.  
Day before Christmas  
Christmas Day  
Day before New Years  
New Year's Day  
Lincoln's Birthday  
Washington's Birthday  
Good Friday  
Memorial Day

2. In the event school is conducted for all or portion of the day on which a holiday falls, corresponding time off shall be given on another day.

The time off shall be approved by the principal or other supervisor.

ARTICLE XV

EXTENDED LEAVES OF ABSENCE

A. ILLNESS IN IMMEDIATE FAMILY

An extended leave of absence without pay of up to one (1) year may be granted to an employee for the purpose of caring for a sick member of the employee's immediate family. For the purpose of this Section, immediate family shall be defined as spouse, child or parent.

B. MILITARY LEAVE

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

C. RETURN FROM LEAVE

1. Salary.

Upon return from leave granted pursuant to Section B of this ARTICLE, an employee shall be considered as if the employee were actively employed by the Board during the leave and shall be placed on the salary schedule at the level the employee would have achieved if the employee had not been absent.

2. Benefits.

All benefits which an employee had accrued at the time the leave of absence commenced, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored upon the employee's return and the employee shall be assigned to a position within the area of certification which the employee held at the time said leave commenced.

3. Return To Former Position

All extended leaves of absence (including sabbatical and military) are made from the Carteret Public School System, and not from a specific

position therein, except by permission of the Board. No salary increments are earned on leave, other than military or sabbatical.

4. Other Employment

No leave of absence shall be granted for employment in another business or occupation. Any employee on leave of absence who engaged in other employment or self-employment, whether full time or part time, without written consent of the Board, shall be deemed to have voluntarily terminated their employment.

5. Length of Service

Length of service, for purpose of these provisions, is the amount of continuous service since date of last engagement by the Board.

D. EXTENSIONS AND RENEWALS

All extensions or renewals of leaves shall be applied in writing and may be granted by the Board pursuant to Statute.

ARTICLE XVI

GRADUATE ASSISTANCE PROGRAM

A. FUNDING

There will be available for the Graduate Assistance Program the following sums:

School Year 1978-1979	\$12,000.00
School Year 1979-1980	\$13,000.00
School Year 1980-1981	\$14,000.00

B. REGULATIONS

1. Personnel Eligible

(a) All full-time professional staff members who have been employed by the Carteret Public Schools for more than one (1) year.

(b) Non-Tenure Teachers

(1) When they have been reappointed for the following school year by the Board of Education; and

(2) When they have signed a contract signifying their return to the Carteret Public Schools the next year.

(c) Nurses shall also be eligible for graduate assistance but such courses must be a course taken towards a Master's Degree and beyond the Bachelor of Science Degree. Nurses shall also comply with all of the foregoing regulations concerning application for and approval of the program.

2. Application Procedure

(a) The teacher must complete two (2) copies of the application form and submit them to the designated office for review and approval.

(b) This office will inform the teacher whether the request is approved or disapproved, however, the approval of the request shall not guarantee reimbursement. Such reimbursement shall be contingent upon the availability of the funds set forth in Paragraph (A) above. In the event of an insufficiency of funds reimbursement shall be on a "first come-first served basis", with the date of full compliance relating to successful completion controlling. In the event of a dispute as to the order of submission of completion data, the decision of the superintendent shall be final and binding on both parties.

(c) Applications must be made by October 15 for the fall semester, by March 1 for the spring semester, and June 30 for the summer semester.

### 3. Approval Regulations:

(a) To be approved, the course must benefit both the teacher and the Carteret School System. It must be related to the staff member's performance in the present position or in an area designated and approved by the Board of Education. A course which in itself is not directly related to the teacher's present position may be approved if this course is part of an advance degree program and is necessary to complete the requirements for the degree. Such a degree program must have prior approval of the Superintendent of Schools and must be in a field related to the teacher's present position or in an area designated and approved by the Board of Education. Such areas are guidance and school administration. Other degree programs will be evaluated on an individual basis. Courses taken to certify the teacher for the present position are not reimbursable.

(b) Courses that will be approved are:

(1) Courses taken toward a Master's Degree in general education (elementary or secondary) or in a specific subject in which the staff member teaches (history, science, english, etc.).

(2) Courses taken for a Master's Degree in guidance and school administration or for certification in guidance or school administration.

(3) Approved courses for professional improvement beyond Master's level. The same restrictions previously cited apply.

(4) Courses taken for professional self-improvement in subject areas in which the applicant teaches; i.e., biology, chemistry, English, social studies, etc.

(c) A grade of "C" or better must be achieved for reimbursement purposes.

(d) Courses must be taken in an accredited college or university.

(e) Courses taken cannot be repeated at the expense of the Carteret Board of Education.

4. Course Verification:

The teacher will submit to the appropriate office evidence of successful completion of the course and the grade achieved within one (1) month after completion of the course.

5. Reimbursement:

(a) Reimbursement will be granted for a maximum of twelve (12) credits at the State rate.

(b) Checks will be distributed after a record of the grades had been received.

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ARTICLE XVII  
SABBATICAL LEAVE

1. On the recommendation of the Superintendent, the Board may permit members of the teaching staff to take a sabbatical leave for the purpose of self-improvement and benefit to the school system through full time study in the field of teaching.

2. Such leaves shall be based on the semester calendar of the Carteret School System and may not exceed two (2) successive semesters.

3. Sabbatical leaves shall be granted to a maximum of one (1%) percent of the teaching staff at any one time.

4. Requests for sabbatical leave must be received by the Superintendent no later than December 1, and action shall be taken on all such requests no later than April 1 of the school year preceding the school year for which the sabbatical leave is requested.

5. To be eligible for such leave, the teacher must have completed at least seven (7) full consecutive school years of actual teaching service in the Carteret School District. A teacher may receive only one (1) sabbatical leave (either one semester or two successive semesters) during the teacher's employment.

6. A teacher on sabbatical leave shall be paid fifty (50%) percent of the salary rate which the teacher would have received if the teacher had remained on active duty. However, such salary shall be reduced by any figure which, when added to any stipend, grant, earnings or other remuneration that may be received from any source, would exceed the teacher's regular teaching salary during such period of absence.



7. Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which the teacher would have achieved had the teacher remained actively employed in the system during the period of absence.

8. The teacher shall sign a two (2) year contract prior to the commencement of the sabbatical leave, which two (2) year service is to be fulfilled upon the return of the teacher from sabbatical leave. The contract shall not contain a mutual cancellation clause. Failure to fulfill this contract will give the Board just cause to request cancellation of the teaching certificate from the Commissioner of Education. In addition, the Board also reserves the right to seek a proportionate reimbursement of the moneys paid the teacher while on sabbatical leave in the event the two (2) year contract is not fulfilled.

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ARTICLE XVIII

HEALTH CARE, DENTAL AND  
PHARMACEUTICAL INSURANCE

A. Health Care Insurance

1. The Board shall contribute towards the costs of the health care insurance for all employees other than custodians and janitresses in accordance with the following formula:

(a) Individuals enrolled in the health-care insurance plan for the first year -

Board to pay 50% of the cost;

(b) Individuals enrolled in the health-care insurance plan for the second year -

Board to pay 50% of the cost;

(c) Individuals enrolled in the health-care insurance plan for the third year -

Board to pay 75% of the cost;

(d) Individuals enrolled in the health-care insurance plan for the fourth year -

Board to pay 100% of the cost.

2. The Board shall contribute 100% towards the cost of the health care insurance upon the first year of enrollment in the plan for custodians and janitresses.

3. The coverage shall be in accordance with the terms of the policy, a copy of which is annexed to the Master Agreement between the parties.

B. Pharmaceutical Insurance

The Board during the term of this Agreement shall obtain and pay for a pharmaceutical insurance plan in accordance with the terms

and provisions of the plan issued by the Connecticut General Life Insurance Company, a copy of which plan is annexed to the Master Agreement between the parties.

C. Dental Insurance

The Board shall during the term of the within Agreement obtain and pay for a dental insurance plan as issued by the Connecticut General Life Insurance Company, a copy of which plan is annexed to the Master Agreement between the parties.

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ARTICLE XIX  
DEDUCTION FROM SALARY

A. Association Payroll Dues Deduction

The Board agrees to deduct from the salaries of its teachers dues for the United Teaching Profession which includes Carteret Education Association, the Middlesex County Education Association, the New Jersey Education Association, and the National Education Association, as said teachers individually and voluntarily authorize the Board to deduct. The Board agrees to deduct from the salaries of all employees, except teachers, those dues for the above enumerated associations which the employee desires to join. Such deductions shall be made in compliance with Chapter 233, Public Laws of 1969 (N.J.S.A. 52:14-15.9e) and under rules established by the State Department of Education. Said monies together with records of any corrections shall be transmitted to the treasurer of the Carteret Education Association by the 15th of each month following the monthly pay period in which deductions were made. The Association treasurer shall disburse such monies to the appropriate association or associations.

B. Certification of Dues

Each of the associations named above shall certify to the Board, in writing, by September 1 of each year, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

C. Additional Authorizations

Additional authorizations for dues deduction may be received after August 1 under rules established by the State Department of Education.

D. Procedure For Withdrawal

The filing of notice of an employee's withdrawal shall be prior to July 1 or January 1 and become effective to halt deductions as of the respective July 1 or January 1 next succeeding the date on which notice of withdrawal is filed.

Please Initial

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ARTICLE XX  
SCHOOL CALENDAR

The Superintendent shall advise the President of the Association of the next year's school calendar prior to making recommendations to the Board for adoption.

ARTICLE XXI  
VOLUNTARY TRANSFERS AND REASSIGNMENTS

- A. No later than March 30 of each school year, the Superintendent shall request that teachers who desire a change in grade and/or subject assignment or who desire to transfer from their present building assignment, file a written statement with the Superintendent requesting such change in assignment. The Superintendent shall inform as soon as practicable, each teacher of the decision regarding the request, in writing.
- B. In the determination of requests for voluntary reassignment and/or transfer, the wishes of the individual teacher shall be honored to the extent that the transfer does not conflict with the instructional requirements and best interests of the school system, as determined by the Superintendent. If a teacher's request for transfer has been denied, a renewed or subsequent request for transfer may be made in the following school year. If more than one teacher has applied for the same position, the determination as to which teacher shall receive it shall be based upon the recommendation of the Superintendent as confirmed by the Board.
- C. The determination as to a transfer or reassignment shall not be the subject of a grievance.

ARTICLE XXII

MISCELLANEOUS PROVISIONS

A. Nondiscrimination

The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, reappointment, promotion, transfer, or discipline of employees or in the application or administration of this Agreement on the basis of race, creed, color, religion, age, national origin, sex, domicile, or marital status.

B. Board Policy

This Agreement constitutes Board policy for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy. If any other policy contains any language inconsistent with this Agreement, this Agreement shall be controlling.

C. Separability

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

D. Compliance Between Individual Contract and Master Agreement

Whether or not reduced to writing, any individual agreement between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement.

If an individual agreement implies any understanding inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

E. Notice

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 shall do so by telegram or certified mail at the following addresses:

1. If by Association, to Board at Lincoln School.
2. If by Board, to Association at the school or home of the President, whichever is appropriate.

F. Daily Rate of Pay

For the purposes of this Agreement, the daily rate of pay for an employee shall be computed as 1/200th of the annual salary in the case of a ten (10) month employee; 1/220th for an eleven (11) month employee; and 1/240th for a twelve (12) month employee.

G. Conformity With N.J.S.A. 34:13A-1 Et Seq.

The parties acknowledge and agree that proposed new terms and conditions of employment as such terms and conditions of employment have already been defined by the Courts of this State or as may in the future be defined by PERC or the Courts of this State shall be negotiated with the Association before they are established. In addition, modifications of existing terms and conditions of employment already defined or to be defined as above shall be negotiated with the Association before they are established.

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ARTICLE XXIII  
DURATION OF AGREEMENT

Duration Period

This Agreement shall be effective as of July 1, 1978 and shall continue in effect until June 30, 1981, subject to the Association's right to negotiate over a successor Agreement as provided in ARTICLE II.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

CARTERET EDUCATION ASSOCIATION

BOARD OF EDUCATION OF THE  
BOROUGH OF CARTERET

By: Francis E. Walsh  
President

By: J.J. Cieslarczyk  
President

By: Sandra Dalton  
Secretary

By: G. Comba  
Secretary

ACCEPTED AND APPROVED with Amendments to ARTICLE III, Schedule F, and Schedule J this 31 day of October, 1979.

CARTERET EDUCATION ASSOCIATION

BOARD OF EDUCATION OF THE  
BOROUGH OF CARTERET

By: Francis E. Walsh  
President

✓ By: [Signature]  
President

By: Sandra Dalton  
Secretary

By: [Signature]  
Secretary

ARTICLE XXIII

DURATION OF AGREEMENT

Duration Period

This Agreement shall be effective as of July 1, 1978 and shall continue in effect until June 30, 1981, subject to the Association's right to negotiate over a successor Agreement as provided in ARTICLE II.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

CARTERET EDUCATION  
ASSOCIATION

BOARD OF EDUCATION OF THE  
BOROUGH OF CARTERET

By: \_\_\_\_\_  
President

By: \_\_\_\_\_  
Secretary

Please Initial


By: \_\_\_\_\_  
President

By: \_\_\_\_\_  
Secretary

Please Initial


FEB - 7 1979

SCHEDULE "A"  
1978-79 School Year  
Regular Teacher Guide

Step	Non-Degree	B.A.	B.A.+30	M.A.	M.A.+30	Doctorate
( 1 )	9,860	10,210	10,830	11,320	12,110	13,410
( 2 )	10,180	10,660	11,250	11,740	12,530	13,840
( 3 )	10,500	11,110	11,670	12,160	12,950	14,270
( 4 )	10,840	11,580	12,110	12,620	13,410	14,730
( 5 )	11,220	12,060	12,590	13,110	13,900	15,220
( 6 )	11,710	12,570	13,080	13,600	14,400	15,710
( 7 )	12,100	12,950	13,470	14,000	14,780	16,100
( 8 )	12,480	13,470	14,000	14,540	15,280	16,630
( 9 )	12,970	14,040	14,570	15,090	15,880	17,190
(10)	13,380	14,490	15,020	15,550	16,300	17,650
(11)	13,840	14,960	15,490	16,000	16,800	18,120
(12)	14,290	15,410	15,950	16,470	17,260	18,580
(13)	14,760	15,880	16,410	16,930	17,710	19,030
(14)	15,350	19,660	20,090	20,510	21,140	22,190
(15)	15,810.					
(16)	19,450					

The thirty credits referred to in the B.A.+30 and M.A.+30 categories shall be those graduate credits which could have been approved pursuant to Article XVI.

Teachers employed on Step 13 for the 1977-78 contract year shall advance to Step 14 of the 1977-78 salary schedule as of September 1, 1978 and advance to Step 14 of the 1978-79 salary schedule as of February 1, 1979.

1.15 ratio for coordinators (11 months)

1.1 ratio for staff members on 11 months assignments (does not include summer school or special summer assignments)

Teachers	Teacher/C.I.E. II
Nurses	Teacher/C.O.E. Coordinator
Guidance	Teacher/Job Placement Coordinator
Library Assistant	Teacher/Career Development Coordinator
Supplemental Instructor	Teacher/Dist. Ed. Coordinator
Social Worker	Librarian 1.1

SCHEDULE "A"  
1979-80 School Year  
Regular Teacher Guide

Step	Non-Degree	B.A.	B.A.+30	M.A.	M.A.+30	Doctorate
( 1)	10,160	10,410	11,070	11,610	12,450	13,790
( 2)	10,500	10,880	11,520	12,050	12,890	14,250
( 3)	10,840	11,350	11,970	12,490	13,330	14,710
( 4)	11,180	11,820	12,420	12,930	13,770	15,170
( 5)	11,540	12,320	12,880	13,420	14,260	15,660
( 6)	11,940	12,830	13,390	13,940	14,780	16,180
( 7)	12,460	13,370	13,910	14,460	15,310	16,700
( 8)	12,870	13,750	14,320	14,880	15,710	17,110
( 9)	13,270	14,320	14,880	15,460	16,240	17,670
(10)	13,790	14,930	15,490	16,040	16,880	18,260
(11)	14,230	15,400	15,960	16,530	17,350	18,750
(12)	14,710	15,900	16,460	17,000	17,850	19,250
(13)	15,190	16,380	16,950	17,500	18,340	19,740
(14)	15,690	20,675	21,135	21,575	22,235	23,335
(15)	16,310					
(16)	20,455					

The thirty credits referred to in the B.A.+30 and M.A.+30 categories shall be those graduate credits which could have been approved pursuant to Article XVI.

Teachers employed on Step 13 for the 1978-79 contract year shall advance to Step 14 of the 1978-79 salary schedule as of September 1, 1979 and advance to Step 14 of the 1979-80 salary schedule as of February 1, 1980.

1.15 ratio for coordinators (11 months)

1.1 ratio for staff members on 11 months assignments (does not include summer school or special summer assignments)

Teachers	Teacher/C.I.E. II
Nurses	Teacher/C.O.E. Coordinator
Guidance	Teacher/Job Placement Coordinator
Library Assistant	Teacher/Career Development Coordinator
Supplemental Instructor	Teacher/Dist. Ed. Coordinator
Social Worker	Librarian 1.1

SCHEDULE "A"  
1980-81 School Year  
Regular Teacher Guide

Step	Non-Degree	B.A.	B.A.+30	M.A.	M.A.+30	Doctorate
( 1 )	10,470	10,620	11,300	11,910	12,800	14,160
( 2 )	10,830	11,110	11,780	12,370	13,260	14,650
( 3 )	11,190	11,600	12,260	12,830	13,720	15,140
( 4 )	11,550	12,090	12,740	13,290	14,180	15,630
( 5 )	11,910	12,580	13,220	13,750	14,640	16,120
( 6 )	12,290	13,110	13,700	14,270	15,160	16,640
( 7 )	12,710	13,650	14,240	14,820	15,710	17,190
( 8 )	13,260	14,220	14,790	15,370	16,270	17,740
( 9 )	13,690	14,620	15,220	15,810	16,690	18,170
(10)	14,110	15,220	15,810	16,430	17,250	18,760
(11)	14,760	15,870	16,460	17,040	17,930	19,380
(12)	15,130	16,360	16,950	17,560	18,420	19,900
(13)	15,630	16,890	17,480	18,050	18,980	20,430
(14)	16,140	21,715	22,205	22,665	23,355	24,505
(15)	16,670					
(16)	21,485					

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The thirty credits referred to in the B.A.+30 and M.A.+30 categories shall be those graduate credits which could have been approved pursuant to Article XVI.

Teachers employed on Step 13 for the 1979-80 contract year shall advance to Step 14 of the 1979-80 salary schedule as of September 1, 1980 and advance to Step 14 of the 1980-81 salary schedule as of February 1, 1981.

1.15 ratio for coordinators (11 months)

1.1 ratio for staff members on 11 months assignments (does not include summer school or special summer assignments)

Teachers  
Nurses  
Guidance  
Library Assistant  
Supplemental Instructor  
Social Worker

Teacher/C.I.E. II  
Teacher/C.O.E. Coordinator  
Teacher/Job Placement Coordinator  
Teacher/Career Development Coordinator  
Teacher/Dist. Ed. Coordinator  
Librarian 1.1

CARTERET PUBLIC SCHOOLS

CARTERET, N. J.,

SCHEDULE "A"  
1978-79 School Year  
Special Education Guide

Step	<u>B. A.</u>	<u>B. A.+30</u>	<u>M. A.</u>	<u>M. A.+30</u>	<u>Doctorate</u>
( 1 )	10,830	11,320	11,830	12,640	14,010
( 2 )	11,250	11,740	12,260	13,060	14,440
( 3 )	11,670	12,160	12,690	13,480	14,870
( 4 )	12,110	12,620	13,140	13,940	15,300
( 5 )	12,590	13,110	13,640	14,430	15,750
( 6 )	13,080	13,600	14,210	14,920	16,240
( 7 )	13,470	14,000	14,540	15,320	16,630
( 8 )	14,000	14,540	15,060	15,840	17,160
( 9 )	14,570	15,090	15,610	16,410	17,730
(10)	15,020	15,550	16,080	16,860	18,170
(11)	15,490	16,000	16,530	17,320	18,630
(12)	15,950	16,470	17,000	17,790	19,110
(13)	16,410	16,930	17,460	18,250	19,560
(14)	20,090	20,510	20,930	21,560	22,610

Please Initial


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The thirty credits referred to in the B.A.+30 and M.A.+30 categories shall be those graduate credits which could have been approved pursuant to Article XVI.

Teachers employed on Step 13 for the 1977-78 contract year shall advance to Step 14 of the 1977-78 salary schedule as of September 1, 1978 and advance to Step 14 of the 1978-79 salary schedule as of February 1, 1979.

1.15 ratio for coordinators (11 months)

1.1 ratio for staff members on 11 months assignments (does not include summer school or special summer assignments)

Special Education Classroom Teachers:

Neurologically Impaired  
Educable Mentally Retarded  
Socially Maladjusted

Trainable Mentally Retarded  
Speech Correctionist

Teacher/C.I.E. III Coordinator

CARTERET PUBLIC SCHOOLS

CARTERET, N. J.

SCHEDULE "A"  
1979-80 School Year  
Special Education Guide

<u>Step</u>	<u>B.A.</u>	<u>B.A.+30</u>	<u>M.A.</u>	<u>M.A.+30</u>	<u>Doctorate</u>
( 1 )	11,070	11,610	12,120	13,010	14,430
( 2 )	11,520	12,050	12,580	13,450	14,890
( 3 )	11,970	12,490	13,040	13,890	15,350
( 4 )	12,420	12,930	13,500	14,330	15,810
( 5 )	12,880	13,420	13,970	14,820	16,160
( 6 )	13,390	13,940	14,540	15,340	16,740
( 7 )	13,910	14,460	15,130	15,860	17,260
( 8 )	14,320	14,880	15,490	16,310	17,670
( 9 )	14,880	15,460	16,040	16,870	18,230
(10)	15,490	16,040	16,620	17,460	18,840
(11)	15,960	16,530	17,110	17,940	19,300
(12)	16,460	17,000	17,590	18,430	19,790
(13)	16,950	17,500	18,090	18,930	20,300
(14)	21,135	21,575	22,015	22,675	23,775

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The thirty credits referred to in the B.A.+30 and M.A.+30 categories shall be those graduate credits which could have been approved pursuant to Article XVI.

Teachers employed on Step 13 for the 1978-79 contract year shall advance to Step 14 of the 1978-79 salary schedule as of September 1, 1979 and advance to Step 14 of the 1979-80 salary schedule as of February 1, 1980.

1.15 ratio for coordinators (11 months)

1.1 ratio for staff members on 11 months assignments (does not include summer school or special summer assignments)

Special Education Classroom Teachers:

Neurologically Impaired  
Educable Mentally Retarded  
Socially Maladjusted

Trainable Mentally Retarded  
Speech Correctionist

Teacher/C.I.E. III Coordinator

CARTERET PUBLIC SCHOOLS

CARTERET, N. J.

SCHEDULE "A"  
 1980-81 School Year  
 Special Education Guide

Please initial


Step	B.A.	B.A.+30	M.A.	M.A.+30	Doctorate
( 1)	11,300	11,910	12,400	13,390	14,840
( 2)	11,780	12,370	12,890	13,850	15,330
( 3)	12,260	12,830	13,380	14,310	15,820
( 4)	12,740	13,290	13,870	14,770	16,310
( 5)	13,220	13,750	14,360	15,240	16,800
( 6)	13,700	14,270	14,920	15,750	17,270
( 7)	14,240	14,820	15,510	16,300	17,780
( 8)	14,790	15,370	16,130	16,850	18,330
( 9)	15,220	15,810	16,520	17,350	18,760
(10)	15,810	16,430	17,100	17,950	19,350
(11)	16,460	17,040	17,700	18,560	20,000
(12)	16,950	17,560	18,220	19,070	20,480
(13)	17,480	18,050	18,730	19,620	21,000
(14)	22,205	22,665	23,125	23,815	24,965

Please initial


The thirty credits referred to in the B.A.+30 and M.A.+30 categories shall be those graduate credits which could have been approved pursuant to Article XVI.

Teachers employed on Step 13 for the 1979-80 contract year shall advance to Step 14 of the 1979-80 salary schedule as of September 1, 1980 and advance to Step 14 of the 1980-81 salary schedule as of February 1, 1981.

- 1.15 ratio for coordinator (11 months)
- 1.1 ratio for staff members on 11 months assignments (does not include summer school or special summer assignments)

Special Education Classroom Teachers:

- |                            |                             |
|----------------------------|-----------------------------|
| Neurologically Impaired    | Trainable Mentally Retarded |
| Educable Mentally Retarded | Speech Correctionist        |
| Socially Maladjusted       |                             |

Teacher/C.I.E. III Coordinator



CARTERET PUBLIC SCHOOLS

CARTERET, N. J.

## SCHEDULE "B"

1978--1981

## CLERK (10 MONTH)

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	5,310	5,530	5,770
(2)	5,510	5,730	5,970
(3)	5,730	5,970	6,210
(4)	5,960	6,210	6,480
(5)	6,210	6,450	6,740
(6)	7,280	7,810	8,390

## CLERK (11 MONTH)

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	6,090	6,380	6,690
(2)	6,290	6,580	6,890
(3)	6,500	6,810	7,120
(4)	6,740	7,030	7,380
(5)	6,980	7,290	7,610
(6)	8,040	8,620	9,250

## SENIOR CLERK (12 MONTH)

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	7,720	8,140	8,590
(2)	7,920	8,340	8,790
(3)	8,130	8,560	9,010
(4)	8,360	8,780	9,250
(5)	8,620	9,030	9,480
(6)	9,620	10,300	11,030

## CLERK/TRANSCRIBER-SPECIAL EDUCATION (11 MONTH)

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	6,240	6,540	6,870
(2)	6,440	6,740	7,070
(3)	6,660	6,970	7,290
(4)	6,890	7,210	7,550
(5)	7,130	7,450	7,810
(6)	8,180	8,770	9,410

## SCHEDULE "B" continued

## DATA PROCESSING (11 MONTH)

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	6,810	7,160	7,540
(2)	7,010	7,360	7,740
(3)	7,230	7,580	7,960
(4)	7,450	7,820	8,200
(5)	7,760	8,050	8,460
(6)	8,780	9,410	10,090

## SECRETARY-SPECIAL EDUCATION (11 MONTH)

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	6,940	7,300	7,690
(2)	7,140	7,500	7,890
(3)	7,360	7,720	8,110
(4)	7,580	7,960	8,350
(5)	7,850	8,190	8,610
(6)	8,880	9,510	10,190

## STOCKROOM CLERK (12 MONTH)

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	8,220	8,600	9,010
(2)	8,530	8,880	9,290
(3)	8,800	9,180	9,590
(4)	9,130	9,500	9,910
(5)	9,470	9,860	10,250
(6)	11,900	12,730	13,610

## LIBRARY AIDE

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	3,780	3,950	4,140
(2)	3,910	4,080	4,270
(3)	4,060	4,250	4,430
(4)	4,210	4,420	4,640
(5)	4,380	4,570	4,830
(6)	4,990	5,370	5,800

## SCHEDULE "C"

1978----1981

## CUSTODIANS

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	7,800	8,150	8,520
(2)	8,080	8,430	8,800
(3)	8,380	8,730	9,130
(4)	8,710	9,050	9,430
(5)	9,070	9,410	9,770
(6)	11,100	11,880	12,710

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## CUSTODIAN-GROUNDSKEEPER

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	8,050	8,420	8,820
(2)	8,330	8,700	9,100
(3)	8,630	9,000	9,400
(4)	8,960	9,340	9,720
(5)	9,300	9,680	10,080
(6)	11,320	12,110	12,950

## CUSTODIAN-FOREMEN - HIGH SCHOOL

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	8,550	9,060	9,610
(2)	8,730	9,240	9,790
(3)	8,920	9,430	9,980
(4)	9,130	9,630	10,180
(5)	9,360	9,860	10,390
(6)	11,490	12,290	13,140

Snow Days: When a custodian is called by the chief custodian for snow removal on days after his normal working hours, he shall be paid time and one-half for minimum of four hours after reporting for work. Such monies are to be paid only when called on such days by the chief custodian.

Custodians

When a custodian is called in to work, he shall be paid a minimum of four (4) hours pay at the applicable rate.

If a holiday falls on a Saturday or Sunday, the holiday will be a paid holiday.

All vacancies for custodial positions shall be posted.

The Board of Education shall pay the cost of the boiler license (black seal) renewal each year.

JANITRESSES

<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
3,810	4,145	4,530

Extra Service: A. \$12/night for school activities  
 B. \$10/night for P.T.A. activities

MAINTENANCE - GENERAL

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	10,620	10,940	11,290
(2)	11,150	11,470	11,820
(3)	11,720	12,030	12,370
(4)	11,980	12,640	12,960
(5)	12,250	12,920	13,610
(6)	12,920	13,820	14,770

MAINTENANCE - ELECTRICIAN

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	10,400	10,760	11,150
(2)	10,870	11,230	11,620
(3)	11,390	11,720	12,110
(4)	11,640	12,290	12,620
(5)	11,940	12,550	13,240
(6)	12,670	13,550	14,480

SCHEDULE "C" continued  
Maintenance

MAINTENANCE - FOREMAN

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	10,870	11,190	11,540
(2)	11,420	11,740	12,090
(3)	12,010	12,320	12,660
(4)	12,240	12,950	13,270
(5)	12,490	13,200	13,940
(6)	13,060	13,970	14,930

Please Initia.


Snow Days: When a maintenance man is called for snow removal on days after his normal working hours, he shall be paid time and one-half for a minimum of four hours after reporting for work. Such monies are to be paid only when requested to work on snow removal.

When a maintenance man is called in to work, he shall be paid a minimum of four (4) hours pay at the applicable rate.

If a holiday falls on a Saturday or Sunday, the holiday will be a paid holiday.

All vacancies for maintenance positions shall be posted.


SCHEDULE "D"

1978--1981

TEACHER AIDE

<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
(1)	4,850	5,040	5,250
(2)	5,050	5,240	5,450
(3)	5,270	5,480	5,680
(4)	5,680	6,105	6,580

TEACHER AIDE (GRANDFATHER)

<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
7,440	7,980	8,570

Please Initial

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Please Initial

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## SCHEDULE "E"

## EXTRA PAY FOR EXTRA SERVICES

	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
Freshman Advisers	110	110	120
Sophomore Advisers	210	210	230
Junior Advisers	340	340	375
Senior Advisers	450	450	495
Band Director	1,000	1,000	1,100
Assistant Band Director	550	550	605
Choral Adviser, Elementary	330	330	365
Drill Team Advisor	330	330	365
F.B.L.A. (Total for 2)	420	420	460
F.T.A.	220	220	240
Faculty Treasurer	1,390	1,390	1,530
Forensics	275	275	305
Honor Society	220	220	240
Literary Magazine	275	275	305
Newspaper	630	630	695
Play Director	690	690	760
Student Council	340	340	375
Twirler Coach	340	340	375
Yearbook: Editor - Literary	630	630	695
Editor - Business	340	340	375

CARTERET PUBLIC SCHOOLS

CARTERET, N. J.

## SCHEDULE "F"

	Step	1978-79	1979-80	1980-81
<b>BASEBALL</b>				
Head Coach	(1)	985	985	1,085
	(2)	1,010	1,010	1,110
	(3)	1,040	1,040	1,145
	(4)	1,065	1,065	1,170
	(5)	1,095	1,095	1,205
	(6)	1,120	1,120	1,230
Asst. Level I	(1)	665	665	730
	(2)	695	695	765
	(3)	720	720	790
	(4)	750	750	825
	(5)	775	775	855
	(6)	805	805	885
Asst. Level II	(1)	500	500	550
	(2)	530	530	585
	(3)	555	555	610
	(4)	585	585	645
	(5)	610	610	670
	(6)	640	640	705
<b>BASKETBALL</b>				
Head Coach	(1)	1,010	1,010	1,110
	(2)	1,120	1,120	1,230
	(3)	1,230	1,230	1,355
	(4)	1,340	1,340	1,475
	(5)	1,450	1,450	1,595
	(6)	1,560	1,560	1,715
Asst. Level I	(1)	725	725	800
	(2)	755	755	830
	(3)	780	780	860
	(4)	810	810	890
	(5)	835	835	920
	(6)	950	950	1,045
Asst. Level II	(1)	555	555	610
	(2)	585	585	645
	(3)	610	610	670
	(4)	640	640	705
	(5)	665	665	730
	(6)	775	775	855
<b>BOWLING (INTER &amp; INTRAMURALS)</b>				
	(1)	830	830	915
	(2)	860	860	945
	(3)	885	885	975
	(4)	915	915	1,000
	(5)	940	940	1,035
	(6)	970	970	1,065



	Step	1978-79	1979-80	1980-81
CHEERLEADER, BASKETBALL HEAD COACH	(1)	355	355	390
	(2)	380	380	420
	(3)	405	405	445
	(4)	430	430	475
	(5)	455	455	500
	(6)	480	480	530
CHEERLEADER, FOOTBALL HEAD COACH	(1)	240	240	265
	(2)	265	265	290
	(3)	290	290	320
	(4)	315	315	345
	(5)	340	340	375
	(6)	365	365	400
Please Initia. <div style="border: 1px solid black; width: 50px; height: 50px; display: inline-block; vertical-align: middle;"></div> FOOTBALL HEAD COACH	(1)	1,550	1,550	1,705
	(2)	1,605	1,605	1,765
	(3)	1,660	1,660	1,825
	(4)	1,715	1,715	1,885
	(5)	1,770	1,770	1,945
	(6)	1,825	1,825	2,005
Asst. Coach, Level I	(1)	990	990	1,090
	(2)	1,020	1,020	1,120
	(3)	1,045	1,045	1,150
	(4)	1,075	1,075	1,185
	(5)	1,100	1,100	1,210
	(6)	1,130	1,130	1,245
Asst. Coach, Level II	(1)	815	815	895
	(2)	840	840	925
	(3)	870	870	955
	(4)	895	895	985
	(5)	925	925	1,020
	(6)	950	950	1,045
Asst. Coach, Level III <div style="border: 1px solid black; width: 50px; height: 50px; display: inline-block; vertical-align: middle; margin-left: 10px;"></div>	(1)	590	590	650
	(2)	615	615	675
	(3)	645	645	710
	(4)	670	670	735
	(5)	700	700	770
	(6)	725	725	800
GOLF Head Coach	(1)	830	830	915
	(2)	860	860	945
	(3)	885	885	975
	(4)	915	915	1,005
	(5)	940	940	1,035
	(6)	970	970	1,065

	<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
<b>SOCCKER</b>				
Head Coach	(1)	985	985	1,085
	(2)	1,010	1,010	1,110
	(3)	1,040	1,040	1,145
	(4)	1,065	1,065	1,170
	(5)	1,095	1,095	1,205
	(6)	1,120	1,120	1,230
Asst. Coach, Level I	(1)	665	665	730
	(2)	695	695	765
	(3)	720	720	790
	(4)	750	750	825
	(5)	775	775	855
	(6)	805	805	885
Asst. Coach, Level II	(1)	500	500	550
	(2)	530	530	585
	(3)	555	555	610
	(4)	585	585	645
	(5)	610	610	670
	(6)	640	640	705
<b>SOFTBALL</b>				
Head Coach	(1)	985	985	1,085
	(2)	1,010	1,010	1,110
	(3)	1,040	1,040	1,145
	(4)	1,065	1,065	1,170
	(5)	1,095	1,095	1,205
	(6)	1,120	1,120	1,230
<b>SPRING TRACK</b>				
Head Coach	(1)	985	985	1,085
	(2)	1,010	1,010	1,110
	(3)	1,040	1,040	1,145
	(4)	1,065	1,065	1,170
	(5)	1,095	1,095	1,205
	(6)	1,120	1,120	1,230
Asst. Coach, Level I	(1)	665	665	730
	(2)	695	695	765
	(3)	720	720	790
	(4)	750	750	825
	(5)	775	775	855
	(6)	805	805	885
Asst. Coach, Level II	(1)	665	665	730
	(2)	695	695	765
	(3)	720	720	790
	(4)	750	750	825
	(5)	775	775	855
	(6)	805	805	885

	<u>Step</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>
<b>TENNIS &amp; GYMNASTICS</b>				
Head Coach	(1)	710	710	780
	(2)	735	735	810
	(3)	765	765	840
	(4)	790	790	870
	(5)	820	820	900
	(6)	845	845	930
<b>WINTER TRACK &amp; CROSS COUNTRY</b>				
Head Coach	(1)	985	985	1,085
	(2)	1,010	1,010	1,110
	(3)	1,040	1,040	1,145
	(4)	1,065	1,065	1,170
	(5)	1,095	1,095	1,205
	(6)	1,120	1,120	1,230
Asst. Coach, Level I	(1)	500	500	550
	(2)	530	530	585
	(3)	555	555	610
	(4)	585	585	645
	(5)	610	610	670
	(6)	640	640	705
<b>WRESTLING</b>				
Head Coach	(1)	985	985	1,085
	(2)	1,010	1,010	1,110
	(3)	1,040	1,040	1,145
	(4)	1,065	1,065	1,180
	(5)	1,095	1,095	1,205
	(6)	1,120	1,120	1,230
Asst. Coach, Level I	(1)	665	665	730
	(2)	695	695	765
	(3)	720	720	790
	(4)	750	750	825
	(5)	775	775	855
	(6)	805	805	885
Asst. Coach, Level II	(1)	500	500	550
	(2)	530	530	585
	(3)	555	555	610
	(4)	585	585	645
	(5)	610	610	670
	(6)	640	640	705
<b>TRAINER, FALL</b>				
Head		605	605	665
Assistant		440	440	485
<b>TRAINER, WINTER</b>				
		605	605	665
<b>ELEMENTARY INTRAMURAL PROGRAM</b>				
Basketball		250	250	275

*Approved  
10/1/80*

AGREEMENT: CARTERET EDUCATION ASSOCIATION  
AND THE CARTERET BOARD OF EDUCATION

The Carteret Education Association and the Carteret Board of Education mutually agree to a change in the salary guide for the trainer positions, Schedule "F" page 4, for the 1979-1980 and 1980-1981 school year. The following guides are agreed upon by the affected parties:

	<u>1979-1980</u>	<u>1980-1981</u>
<u>Trainer, Fall</u>		
<u>Head</u>		
Step 1	815	895
2	840	925
3	870	955
4	895	985
5	925	1,020
6	950	1,045
<u>Assistant</u>		
Step 1	590	650
2	615	675
3	645	710
4	670	735
5	700	770
6	725	800
<u>Trainer, Winter</u>		
Step 1	725	800
2	755	830
3	780	860
4	810	890
5	835	920
6	950	1,045

\_\_\_\_\_ for the Board of Education

Date \_\_\_\_\_

*[Signature]*  
\_\_\_\_\_ for the C.E.A., President

Date 10-31-79

SCHEDULE "G"

HEALTH PLAN

SCHEDULE "H"

PHARMACEUTICAL PLAN

SCHEDULE "I"

DENTAL PLAN

Use Initial

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1/11

S C H E D U L E "J"

MEMORANDUM REGARDING ELEMENTARY  
PREPARATION TIME



SCHEDULE J

ELEMENTARY PREPARATION TIME

1. It is acknowledged by the parties that 120 minutes per week of preparation time has been scheduled for all full time elementary teachers. Said teachers shall receive an average minimum of 100 minutes per week, during the school year, of preparation time. Such preparation time may be granted during the school day or a compensatory time at the end of the school day.

2. All full time bi-lingual teachers shall receive a minimum of 100 minutes per week of compensatory time during the school year at the end of the school day.

3. The schedule of all Special Education teachers shall continue to remain in effect.

\_\_\_\_\_  
for the Board of Education

Date \_\_\_\_\_

*James E. Walsh*  
\_\_\_\_\_  
(for the C.E.A., President

Date 10-31-77