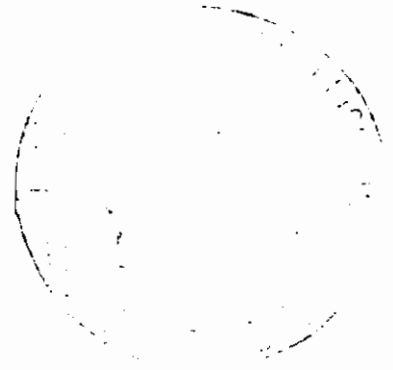


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Tenafly Board of Education

AGREEMENT BETWEEN
THE BOARD OF EDUCATION
and
SECRETARIES AND CLERKS-
TENAFLY EDUCATION ASSOCIATION

for the period

July 1, 1985 to June 30, 1987

AGREEMENT BETWEEN
 THE BOARD OF EDUCATION
 and
 SECRETARIES AND CLERKS-TENAFLY EDUCATION ASSOCIATION
 BERGEN COUNTY, NEW JERSEY

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ARTICLE I
RECOGNITION

A. Unit

The Board of Education of the Borough of Tenafly, hereafter referred to as "the Board", hereby recognizes the Tenafly Education Association, hereafter referred to as "the Association", as the exclusive representative for collective negotiations concerning terms and conditions of employment for all secretarial and clerical personnel regularly employed by the Board and excluding the Executive Secretary to the Superintendent of Schools, the Secretary to the Assistant Superintendent/Board Secretary, the Assistant Secretary to the Board of Education/Business Assistant, and the Personnel Assistant.

The Association represents and warrants that it does and shall throughout the term of this Agreement represent a majority of the eligible membership for collective bargaining purposes under this Agreement.

The Association agrees to furnish the Board with a list of officers and appropriate signed authorizations for the Association to represent said members.

B. Definition of Employee

Unless otherwise indicated, the term "employee" when used herein shall refer to such employees represented by the Association in the negotiating unit as follows: Clerk and/or Secretary to the Assistant Superintendent/Board Secretary, Assistant Superintendent for Instructional Services, Supervisor of Buildings and Grounds, High School Principal, Secondary Schools Vice Principal(s), High School Guidance Office, High School Media Specialist, Elementary School Principals, Middle School Principal, Middle School Guidance Office, Middle School Media Specialist, Elementary School Media Specialists, Teachers, High School and Middle School Nurse(s), Secretary/Registrar-Adult School, and Secretary in the Superintendent's Office.

ARTICLE II
NEGOTIATION PROCEDURE

A. The Board and the Association agree to meet at reasonable times and negotiate in good faith with respect to terms and conditions of employment, in accordance with the provisions of the N.J. Employer-Employee Relations Act.

B. Modifications

This Agreement shall be modified in whole or in part by the parties only as contained in an instrument in writing duly executed by both parties.

C. Negotiation of Successor Agreement

The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in ARTICLE I of this Agreement with any organization other than the Association for the term of this Agreement.

ARTICLE III
GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

A "Grievance" is a claim by an employee that there has been an improper interpretation, application, or violation of this Agreement, policies, or administrative decisions affecting her with respect to the terms and conditions of employment of said employee.

The term "grievance" and the procedure relative thereto shall not be deemed applicable in the case of the failure or refusal of the Board to renew the contract of a non-tenure employee. Neither shall the grievance procedure be invoked by an individual claiming tenure under the provisions of R.S. 18A:17-2 where charges have been brought against such individual pursuant to the provisions of the Tenure Employees Hearing Law, R.S. 18A:6-10 et seq. In such cases, the procedure to be followed shall be set forth in R.S. 18A:6-10 et seq.

Neither shall the grievance procedure be applicable where its provisions are expressly held not applicable as hereinafter provided in this Agreement between parties.

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

2. Aggrieved Person

An "Aggrieved person" is the person or persons making the claim.

3. Time Limits

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreements.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting employees. Both parties agree that these procedures will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Time Within Which to File Grievance

As 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 she 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. Year End Grievance

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

3. Level One-Principal or Immediate Superior

An employee with a grievance shall first discuss it with her principal or immediate superior with the objective of resolving the matter informally. An employee shall have the right to have an Association representative present at any stage of the grievance procedure.

4. Level Two-Superintendent

If the aggrieved person is not satisfied with the disposition of her grievance at Level One, or if no decision has been rendered within five (5) school days after the presentation of the grievance, she may file the grievance in writing with the Association within five (5) school days after the decision at Level One or ten (10) school days after the grievance was presented, whichever is sooner. Within five (5) school days after receiving the written grievance, the Association shall refer it to the Superintendent of Schools.

5. Level Three

Within seven (7) days after the receipt of the grievance the Superintendent shall conduct a hearing at which the aggrieved employee shall have the right to present her grievance directly or through her Association Representative.

During this procedure, the Association may request of the Superintendent of Schools and shall receive any available records, data, and other information relevant to the grievance being processed. The Superintendent of Schools shall issue his written decision within fifteen (15) days of receipt of the grievance.

6. Level Four

(a) If the aggrieved person is not satisfied with the disposition of her grievance at Level Three, or if no decision has been rendered within fifteen (15) school days after the grievance was delivered to the Superintendent, she may, within five (5) school days after a decision by the Superintendent or fifteen (15) school days after the grievance was delivered to the Superintendent, whichever is sooner, request in writing that the Association submit its grievance to the Board of Education. If the Association determines that the grievance is meritorious, it may submit the grievance to the Board of Education within fifteen (15) school days after receipt of a request by the aggrieved person.

(b) The Board shall render a written decision within ten (10) days of the receipt of the grievance.

7. Level Five-Arbitration

(a) If by the tenth school day after such written submission to the Board of Education the parties have not resolved the conflict, they shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve.

(b) The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his decision not later than twenty (20) days from the date of the close of the hearings or, or if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning, and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which modifies, adds to, subtracts from or in anywise alters the term of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association but shall be advisory only and not binding upon the parties with the Board of Education having the right of final decision.

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

D. Rights of Employee to Representation

1. Employee and Association

Any aggrieved person may be represented at all stages of the grievance procedure by herself, or, by her authorization, by a representative selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

2. Reprisals

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

**ARTICLE IV
EMPLOYEE RIGHTS AND PRIVILEGES**

A. The Board hereby agrees that employees shall have the right to freely organize, join, and support the Association for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. The Board agrees that it shall not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by New Jersey Statutes or the Constitution of New Jersey and the United States; that it shall not discriminate against any employee with respect to hours, wages, or any terms of conditions of employment by reason of membership in the Association, participation in any activities of the Association, collective negotiations with the Board; or institution of any grievance, complaint or proceeding under this Agreement, or otherwise with respect to any terms or conditions of employment.

B. Nothing contained herein shall be construed to deny or restrict to any employee such rights as may be provided under New Jersey School Laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those otherwise provided by law. However, it should be understood that the Board has the right to discipline, reprimand, reduce in rank or compensation for cause. Such cause shall include failure to meet the criteria for job performance periodically issued by the Superintendent.

**ARTICLE V
ASSOCIATION RIGHTS AND
PRIVILEGES -- PART A**

A. The Board agrees to furnish to the Association in response to reasonable requests from time to time all public information concerning the financial resources of the district.

B. Representatives of the Association will be permitted to transact official Association business on school property at all reasonable times, provided that in the judgment of the respective principals this will not interfere with or interrupt normal school operations, and provided it will not entail added cost to the Board.

C. 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 employee and to no other organization(s) representing any portion of the unit.

BOARD RIGHTS AND PRIVILEGES -- PART B

A. The Board of Education reserves to itself sole jurisdiction over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, or any successor agreement, in accordance with applicable laws and regulations.

1. To direct employees of the school district.
2. To hire, promote, transfer, assign and retain employees in positions in the school district, and to suspend, to demote, discharge, or take other disciplinary action against employees (subject, however, to the provisions of the applicable statutes and rules and regulations of the State Board of Education in such cases made and provided), and all applicable laws and decisions of any New Jersey State or applicable federal agency regarding these matters.
3. To maintain the efficiency of the school district operations entrusted to them.
4. To determine the methods, means, and personnel by which such operations are to be conducted, subject to all applicable laws and decisions of any state or applicable federal agency.
5. To take whatever other actions may be necessary to carry out without limitations, all of the powers, rights, authority, duties, and responsibilities conferred upon and vested in it, by the laws of the Constitution of the State of New Jersey and of the United States, as the same have been interpreted either by administrative decisions, or by appropriate courts of competent jurisdiction.
6. Nothing in the above shall limit the Association directly or indirectly in its duty to fairly represent the membership of the Association, and to present grievance proposals, counterproposals, and to negotiate with the Board of Education on wages, hours, and other terms and conditions of employment.

ARTICLE VI
DAILY WORKING HOURS -- FOR FULL-TIME EMPLOYEES

A.

1. For the period from September 1 to June 30, except in emergency situations. (This applies to all employees.)
 - a. The working day shall consist of seven (7) hours exclusive of an uninterrupted lunch hour of sixty (60) minutes.
 - b. The working week shall consist of thirty-five (35) working hours.
2. For the period from July 1 to August 31, except in emergency situations. (This applies to twelve-month employees only.)
 - a. The working day shall consist of seven (7) hours.
 - b. The working week shall consist of thirty-five (35) working hours.
 - c. At the discretion of each employee, the work day for that employee shall end one-half (1/2) hour earlier than during the period from September 1 to June 30. In such instances, the seven (7) hour work day may be achieved by an adjustment in the required time of any combination of one or more of the following at the employee's option: Start of work day; morning break; afternoon break; lunch. The employee's option shall be stated in writing to his/her supervisor by June 15 of each school year. That option shall be in effect for the following July 1 to August 31 unless a change is mutually agreed upon.

B. Relief Time

All secretarial/clerical employees shall be allowed a fifteen (15) minute relief period in the morning and a ten (10) minute relief period in the afternoon at times to be determined by their immediate respective supervisor.

C. Release Time

Subject to the limitations set forth herein, all secretarial/clerical employees shall be released at 3:30 p.m. on one (1) day per month during the school year for the purpose of attending meetings of the Association. All release time for such meetings shall be compensated by the secretarial/clerical employee providing an amount of work time equivalent to the release time within five (5) days immediately preceding and/or immediately following the meeting days, such work time to be arranged by the employee with the immediate supervisor. A rotating schedule shall be developed by the Administration, in consultation with the Association, so as to allow attendance by all secretarial/clerical employees at a minimum of fifty (50%) per cent of all monthly Association meetings.

ARTICLE VII
VACATIONS - TWELVE MONTH EMPLOYEES

(July 1 - June 30)

A. Vacations

1. Less than one full year -- One working day per month, not to exceed ten (10) days.

2. One through five years -- Ten (10) working days.

a. To be eligible for credit for one year's service under this section, the employee in her first year of employment must have started work prior to January 1 of that year.

3. Six through ten years -- Fifteen (15) working days.

4. Eleven years or more -- Twenty (20) working days.

5. Such allowable vacation absence shall be taken as mutually agreed upon between the employee and the appropriate supervisor. All vacation dates shall be so arranged as not to interfere with the operation of the schools, and all must be approved in advance by the Superintendent of Schools.

6. It is desirable that an employee take her vacation at one time during July or August. However, with prior approval of the Superintendent of Schools, vacations may be divided into smaller units.

B. Application

1. The vacation for which an employee is eligible must be taken by August 31, immediately following the period covered by this Agreement.

2. Vacation preference sheets shall be distributed by April first and returned by April fifteenth, and employees notified by May fifteenth of the assigned vacation periods.

3. If a legal holiday occurs during an employee's vacation period, a day will be added to the vacation period. This day should be taken at the beginning or end of the authorized vacation period and not at an isolated time.

4. A regular full-time employee whose employment is terminated before the end of the school year shall be entitled to receive pay for vacation days for which she is eligible. However, if with special permission, the employee has taken vacation in advance of the regular vacation period in July or August a salary adjustment will be made at the time of final payment.

5. If a regular pay day falls during an employee's vacation, he/she will receive a salary check before going on vacation.

ARTICLE VIII DESIGNATED DAYS OFF

Every secretary/clerical employee will be given 16 days off with pay each year. The Superintendent or his designee will post a list of (a) assigned days off and (b) a list of optional days off from which the 16 designated days will be taken. The choice of optional days off will be with the concurrence of the employee's supervisor. Full-time employees who work 10 months will receive 21 designated days off to be taken from the same list. These secretary/clerical employees will not, however, along with part-time employees, be entitled to vacation time.

The list will be posted and the association will be advised in writing not later than 30 days after the formal adoption of the school calendar by the Board of Education.

Attendance at the first day of the NJEA convention with signed attendance form permits an employee to select an additional optional day.

ARTICLE IX SALARIES

A. Each employee to be rehired for the following school year shall received a contract and a salary guide no later than April 30. If an agreement has not been reached by April 30, the contract and salary guide will be made available no later than ten (10) days after signing of the Agreement.

B. The salary guides for secretaries/clerks are set forth in Schedule "A" for 1985-86, and in Schedule "B" for 1986-87 and are attached hereto.

ARTICLE X HIRINGS, TRANSFERS AND REASSIGNMENTS

A. Effective July 1, 1982, all new employees will be hired on a twelve month basis and current ten month secretaries/clerks are "Grandfathered".

B. Any member of the bargaining unit desiring to be reassigned or transferred may make application to the Superintendent for such transfer or reassignment. Due consideration will be given to such request provided:

1. There is a vacancy in the position for which a reassignment or transfer is sought.

2. The prospective supervisor and the Superintendent are satisfied that the individual requesting the transfer has the required skills and abilities to carry out the duties required for the position in question.

3. The Superintendent is of the opinion that the transfer or reassignment is in the best interests of the Tenafly School System.

C. The Superintendent shall have the right to transfer or reassign any member of the bargaining unit whenever in his judgment the best interests of the Tenafly School System will be best served by such transfer or reassignment.

D. The decision of the Superintendent with reference to any transfer and/or reassignment is not subject to the grievance procedure hereinbefore set forth. The Superintendent's decision, however, may be appealed to the Board or its representative(s), so long as the appeal is made within ten (10) school days of the Superintendent's notification to the employee.

E.

1. Whenever there is an opening in a secretarial/clerical position, notification thereof will be given to the president of the Association at least five (5) working days prior to the closing date for receipt of application.

2. In an emergency situation, a secretarial/clerical position may be filled on a temporary basis. The Association must, however, be notified (as in Section E, Par. 1 above) before the position is permanently filled.

3. Any employee interested in making application for a posted opening may do so, and due consideration will be given to all such applications.

4. The final determination as to which applicant shall be selected shall in all instances be made by the Superintendent whose decision shall be final and binding. No appeal shall be from his determination.

Nothing contained in this Article X shall be deemed to limit the selection of applicants for an opening to members of the bargaining unit. The parties agree that the Board has the final and binding voice in all such matters.

F. Whenever an employee is transferred or reassigned from a lower paying position to a higher paying one, said employee shall be placed on the appropriate step of the salary guide in the higher paying position and shall be paid the salary provided for that step.

G. Whenever a clerk or secretary is transferred, voluntarily or involuntarily, or whenever a position is eliminated and/or a new one is established, the result of which is the changing of any current ten (10) month employee to a twelve (12) month position, credit for vacation time and all other applicable benefits shall be computed as follows: the total number of months of employment in the district shall be divided by 12 to produce the creditable number of years. In addition, such person or persons shall be placed on the same step of the salary guide upon which he/she would be placed if a change had not occurred.

ARTICLE XI
INVOLUNTARY TRANSFERS AND REASSIGNMENTS

A. Whenever it is determined to transfer or reassign an employee and the employee does not desire to be reassigned or transferred, the employee shall have the right to request a meeting with the Superintendent concerning such proposed transfer or reassignment.

B. At the meeting between the Superintendent and the employee, the employee shall have the right to be represented by an Association representative.

C. Following said meeting, the Superintendent shall notify the employee of his decision and the decision of the Superintendent is not subject to the grievance procedure hereinbefore set forth. The Superintendent's decision, however, may be appealed to the Board or its representative(s), so long as the appeal is made within ten (10) school days of the Superintendent's notification to the employee.

ARTICLE XII
JOB CLASSIFICATION

Any member of the unit who feels he/she should be in a different category on the salary scale shall submit to his/her immediate supervisor a written statement of reasons to support such a position. The immediate supervisor shall submit his/her recommendation, together with the employee's statement of reasons, to the Superintendent, who shall, after presentation of these materials to the Board, communicate the Board's decision to the employees. The decision of the Board shall be final and binding, and shall not be subject to the grievance procedure hereinbefore set forth.

ARTICLE XIII
SICK LEAVE

A. All twelve-month employees shall be entitled to fifteen (15) sick leave days per year.

All ten month employees shall be entitled to thirteen (13) sick leave days per year.

Unused sick leave days will accumulate from year to year with no maximum limit.

Part-time employees shall be entitled to proportionate leave according to the proportionate amount of time served.

B. Employees shall be given a written accounting of accumulated sick leave days as soon as practical after June 30 of each school year, but no later than September 30. Such accounting shall be deemed to be accurate unless the employee challenges its accuracy in writing within ten (10) days after the date of its issuance.

ARTICLE XIV
TEMPORARY AND EXTENDED LEAVES OF ABSENCE

A. Anticipated Disability Leave (Including Maternity Leave)

1. Any Employee who anticipates undergoing a state of disability such as, but not limited to, surgery, hospital confinement, medical treatment, pregnancy, etc., may apply for a leave of absence based upon such anticipated disability in accordance with provisions hereinafter set forth, in which instance such leave of absence shall be chargeable to the sick leave, if any, of said Employee. If the accumulated sick leave is or has been exhausted, the leave of absence shall be without pay. All Employees covered by this Agreement anticipating such a state of disability shall notify the Superintendent's designee, the Assistant Superintendent for Administrative Services, through the Principal's office, of the condition expected to result in disability as soon as the condition which may result in disability is known, and shall submit to the Superintendent a certificate from his/her physician verifying the condition expected to result in a disability and the physician's prognosis as to the anticipated duration of such disability. If requesting a leave of absence under this Article, the Employee shall submit a written request specifying the date on which he/she wishes to commence said leave and the date on which he/she wishes to return to employment following recovery from said disability.

2. An Employee who desires to continue in the performance of his/her duties during a period expected to lead to a state of disability shall be permitted to do so provided said Employee produces a statement from his/her physician stating that said Employee is physically capable of continuing to perform his/her duties and further stating up to what date, in the opinion of said physician, the Employee is capable of performing said duties.

3. In no event shall the Board be obligated to permit an Employee anticipating a state of disability to continue in the performance of his/her duties where the performance of said Employee has substantially declined from that performance demonstrated by said Employee at the time immediately prior to the time when notification was given or should have been given of the state of anticipated disability. The Board may require any Employee desiring to continue in the performance of his/her duties during the period preceding an anticipated disability to submit to the Board, upon the request of the Board made not more than once per month, a certificate from his/her physician certifying that said Employee is able to satisfactorily continue to perform his/her duties.

4. The Employee requesting a leave under the provision of this Section shall specify in writing the date on which he/she wishes to commence said leave and the date on which he/she wishes to return to employment following recovery from said disability. Such requests shall be consistent with the foregoing provisions.

5. The Board shall have the right to require any Employee who has been on disability leave and who desires to return to his or her duties by a fixed date following recovery from disability to produce a certificate from his/her physician stating that he/she is capable of resuming his/her duties, which shall be confirmed by the school medical inspector.

6. Whenever, in the opinion of the Board, the dates of the commencement of an anticipated disability leave and/or the dates for the resumption of duties would substantially interfere with the administration of the school, the requested dates may be changed by the Board if, in the opinion of the school medical inspector, such change is not medically contra-indicated.

7. An Employee who has undergone hospital confinement shall be expected to resume his/her duties within fifteen (15) days of the date of discharge from the hospital; provided, however, that such resumption of duties is not medically contra-indicated; and provided, further, that said Employee submit a certificate from his/her physician certifying that said Employee is able satisfactorily to resume the performance of his/her duties.

8. Where a disability leave has been approved, the commencement or termination dates thereof may be further extended or reduced for medical reasons under application by the Employee to the Board accompanied by a certificate from the Employee's physician as to the advisability of such extension or reduction. Such extensions or reductions shall be granted by the Board for additional reasonable periods of time provided, however, that the Board may alter the requested dates upon a finding that such extension or reduction substantially interferes with the administration of the school and provided that such change by the Board is not medically contra-indicated. All extensions of such leaves shall in any event be subject to the provisions of N.J.S.A. 18A:30-1 et seq. and specifically N.J.S.A. 18A:30-7.

9. These provisions shall not be deemed to impose upon the Board any obligation to grant or extend a leave of absence of any non-tenured Employee beyond the end of the contract school year in which the leave is originally granted.

10. Where the anticipated disability leave is for pregnancy reasons, pregnant Employees applying for leaves of absences under the provisions of this Section may simultaneously make application for a child rearing leave in accordance with the provisions of Section B of this Article.

B. Child-Rearing Leave

1. In the case of the birth of a child or the placement of a child under the age of five (5) years for adoption, any Employee shall have the right to apply for a leave without pay or any other benefits provided herein for child-rearing purposes.

2. In cases where both husband and wife may be Employees in this school system, only one of said persons may be entitled to such leave.

3. A child-rearing leave shall be granted for a period of up to the end of the school year in which the birth of the child or the placement of a child under the age of five (5) years for adoption occurs, but such leave shall be automatically extended, in the cases of tenured Employees only, upon notification by a tenured Employee, for one (1) additional school year. Such notification by such tenured Employee for an extension of such child-rearing

leave must be given to the Superintendent at least three (3) months prior to the expiration of the first period thereof. Such child-rearing leave for such tenured Employee may, in the absolute discretion of the Board, be extended, upon request by such tenured Employee made to the Superintendent in writing at least three (3) months prior to the expiration of the second period thereof, for a second additional school year.

4. Where a child-rearing leave is requested, the Employee requesting such leave shall not be permitted to return to the school system following such leave during the last month of the school year.

5. Applications for child-rearing leave must be filed at least three (3) months before the anticipated birth of the child or immediately upon termination of the disability leave. Application for child-rearing leave in connection with the placement of a child for adoption shall be filed upon receipt by an Employee of a notice of such placement.

6. Where an Employee who has been granted a child-rearing leave returns to the system, such Employee may be assigned to any position decided upon by the Superintendent.

7. Anything to the contrary notwithstanding, a child-rearing leave granted to a non-tenured Employee need not be extended beyond the end of the contract year in which the leave is granted. In the case of a non-tenured Employee who shall exercise his/her right to take child-rearing leave, the period of said leave shall not be included in the minimum period required by statute to attain tenure, and said Employee shall not acquire tenure during such leave.

8. The dates for the commencement and termination of child-rearing leave shall in all cases be subject to and based upon a finding and determination by the Board that such leaves will not substantially interfere with the administration of the school or with the education of the pupils.

9. During a child-rearing leave, an Employee shall not be eligible for credit on the salary guide or any other benefits provided by this Agreement.

C. Military Leave

1. Employees serving in any branch of the armed forces of the United States or full-time service of the American Red Cross, in time of war or an emergency during their employment in Tenafly, shall continue to enjoy the same benefits as other Employees and shall not lose seniority or pension status.

2. The time spent in said military service shall be counted for salary purposes as if it were time spent in the active employ of the Board. However, no salary shall be paid nor shall other benefits not specified in the Article accrue or be granted.

3. Employees with active reserve status in the Federal Reserve or National Guard shall be permitted to serve required reserve training duty without lose of salary for a period not to exceed ninety (90) days. Said reserve duty time shall not be charged as vacation or personal leave.

D. Other Leave

1. Absences during any one school year for the following reasons, which are not chargeable against an Employee's accumulated sick leave, shall be allowed with full pay, except as otherwise provided, and subject to the limitations set forth in this Article:

a. Quarantine. Absence of an Employee from school on account of being quarantined by a Board of Health because of the contagious illness of a third person.

b. Jury Duty. Required absence of an Employee by reason of required jury duty, except that an Employee serving on required jury duty shall receive the regular per diem contracted salary less any monies received for service for jury duty.

c. Legal Proceedings. Required absence of an Employee by reason of any legal process for which the Employee's attendance is required as a result of the Employee's status as an employee of the Board provided, however, that no salary shall be paid to an Employee for time spent in Court, or before an administrative agency, or in connection with any legal proceeding in any case involving action instituted by an Employee against the Board; and further provided that time spent in Court, or before an Administrative agency, or in connection with any legal proceeding, in any case instituted by an Employee against the Board, shall be without pay.

An Employee shall file with the Superintendent's designee, the Assistant Superintendent for Administrative Services, through the Principal's office, a copy of the subpoena or other appropriate evidence of any legal process or proceeding for which the Employee's attendance is required as a result of the Employee's status as an employee of the Board.

d. Serious Illness or Injury in Immediate Family. For no more than a total of five (5) school days per year, serious illness or injury to a member of the Employee's immediate family, i.e., husband, wife, child, mother, father, sister, brother, mother-in-law, father-in-law, daughter-in-law, son-in-law, or any other relative, provided such other relative lives within the Employee's immediate household. Within five (5) school days after the Employee's returning to work, the Employee shall file with the Superintendent a physician's certificate or sufficient explanation showing that the absence was for said reason. Unsubstantiated absences shall result in full deduction of pay.

e. Death in Immediate Family. For no more than a total of five (5) school days per school year for death in the Employee's immediate family, as defined previously in this Article.

f. Death of Friend or Relative. For no more than one (1) school day per school year for death of a friend or of a relative outside of the Employee's immediate family.

E. Personal Leave

1. An Employee's absence from work for personal or business reasons when not in excess of a total of three (3) work days during the work year for those with less than twenty (20) years of service in Tenafly, or a total of four (4) work days during the work year for those with twenty (20) or more years of service in Tenafly shall be granted without loss of pay.

2. An Employee's reason for such leave shall be stated in writing in advance to the building Principal except when extenuating circumstances do not permit advance notification.

3. The exact reason shall be stated unless the reason is considered very personal to the Employee, in which case the word "Personal" may be used.

4. Additional days, beyond those days allowed, may be granted at the discretion of the Superintendent. Any such additional personal leave granted at the discretion of the Superintendent shall be with full pay.

5. The provisions of subsections 2 and 3 above to the contrary notwithstanding, personal leave with pay shall not be allowed for any work day immediately preceding or immediately following a vacation or school holiday except under emergency conditions with the approval of the building Principal at the discretion of the Superintendent.

F. Leave Without Pay

1. The Board may, in its discretion, upon recommendation of the Superintendent, grant a leave of absence without pay to any Employee for a period of up to one (1) year for good and sufficient reason. Application for such leave shall be made to the Superintendent on or before November 15 of the school year preceding the year for which the leave is being sought. Exceptions, in the case of applications made after November 15 of said school year, may be made at the discretion of the Superintendent in cases of emergency.

2. An Employee on leave without pay shall report to the Superintendent on or before April 1 of the year of leave his or her intention to return to duty at the start of the following year. The Board shall have the right to transfer or reassign any Employee, upon reinstatement, within such Employee's job classification as though such Employee had remained at all times in active service.

3. During such leave, an Employee shall not be eligible for credit on the salary guide or any other benefits provided by this Agreement.

ARTICLE XV CREDIT UNION AND TAX SHELTERED ANNUITY

The Board agrees to make payroll deductions for the East Bergen Teachers Federal Credit Union deposits, and Prudential Insurance Company of America Group Tax Deferred Annuity Plan deposits, as may be requested by Employees and deposit these funds in such manner as may be prescribed by law.

**ARTICLE XVI
EVALUATIONS**

A. Procedure

1. Each non-tenured employee shall receive a written evaluation twice a year by his/her immediate supervisor. Each tenured employee shall be evaluated once a year.

2. Evaluation forms and criteria shall be prepared by the Superintendent after consultation with the Association.

3. The employee shall be given the written evaluation at least five (5) days prior to a conference between the employee and his/her immediate supervisor.

4. If the employee and immediate supervisor agree on additions, deletions, and/or corrections, the form shall be rewritten to reflect same.

5. The employee shall have five (5) days after the conference to prepare a written response to the evaluation if he/she so desires. Such written response shall be attached to, and noted upon, the evaluation form.

6. The evaluation process for tenured employees shall be completed by June 15.

B. Criteria for Evaluation of Job Performance

- a. Quality of Work
- b. Attitude Toward Position
- c. Cooperativeness
- d. Appearance
- e. Personality
- f. Courtesy
- g. Dependability
- h. Judgment and Common Sense
- i. Initiative
- j. Job Knowledge

a. Quality of Work

The employee gives evidence of doing all work neatly, accurately, thoroughly, and rapidly.

b. Attitude Toward Position

The employee has a record of regular and punctual attendance. She displays a desire to learn to improve in service, and an ability to take and execute orders.

c. Cooperativeness

The employee gives evidence of being willing to help associates and others, to get along well with associates and others, and being willing to take suggestions.

d. Appearance

The employee is neat in dress and person, and makes a pleasant impression on visitors.

e. Personality

The clerical/secretarial employee is usually the first point of contact with the students, teachers, visitors, and the general public -- both in the office and over the telephone. A cheerful personality combined with pleasant speech and mannerisms is essential.

The image of the school is often determined by the impression made by the office personnel.

f. Courtesy

It is axiomatic that the employee must be courteous to superiors, co-workers, pupils, teachers, and the general public.

g. Dependability

This involves not only loyalty and honesty, but also discretion in discussing school matters with those outside the school. It is also necessary that the employee be industrious and reliable, even when her superior is absent from the office.

h. Judgment and Common Sense

Many times a decision can be made in an emergency which will prevent an issue from becoming a crisis later on. Common sense must be exercised.

i. Initiative

The degree to which the employee performs necessary duties without undue supervision or detailed instruction indicates in a great measure her value to her superior.

j. Job Knowledge

The employee must know not only all about her own job, but to some degree the responsibilities in other jobs, so that a transfer may be made, if necessary or desirable.

ARTICLE XVII
HEALTH BENEFITS AND INSURANCE

A. Health Insurance

The Board shall, pursuant to appropriate rules and regulations relating to the State Health Benefits Program, pay one hundred (100%) percent of the cost of the State Health Benefits Plan (which shall include Blue Cross, Blue Shield, Rider J and Major Medical) for those staff members herein covered who received a salary or wages for a minimum of twenty (20) in-school work day hours per week, and for the spouses and dependent children of such staff members.

B. Contributions Towards Cost of Dental Plan

The Board shall, for the benefit of those staff members herein covered who receive a salary or wages for a minimum of twenty (20) in-school work day hours per week, and for the benefit of the spouses and dependent children of such staff members contribute (1) during the 1985-86 school year (July 1, 1985 - June 30, 1986), a sum equal to the number of secretaries/clerks on staff as of July 1, 1985 times 12 times \$31.43, and (2) during the 1986-87 school year (July 1, 1986 - June 30, 1987) a sum equal to the number of secretaries/clerks on staff as of July 1, 1986 times 12 times \$32.68 toward the purchase of a dental plan.

In either 1985-86 or 1986-87, any increased or lessened costs resulting from staff fluctuations shall be borne by, or shall inure to the benefit of, the Board.

ARTICLE XVIII
REPRESENTATION FEE

A. Purpose of Fee

If a Secretary/Clerk does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) which is covered in whole or in part by this Agreement, said Secretary/Clerk will be required to pay a representation fee to the Association for that membership year to offset the costs of services rendered by the Association as majority representative.

B. Amount of Fee

Prior to the beginning of each membership year, the Association will notify the Board in writing of the aggregate amount of the regular membership dues, initiation fee and assessments charged by the Association to its members for that membership year. The representation fee to be paid by non-members will be equal to eighty-five (85%) per cent of said aggregate amount.

C. Deduction and Transmission of Fee

The Board agrees to deduct from the salary of any Secretary/Clerk who is not a member of the Association for the current membership year the full amount of the representation fee set forth in Section B above and promptly will transmit the amount so deducted to the Association.

The Board agrees to deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each Secretary/Clerk during the remainder of the membership year in question. The deductions will begin thirty (30) days after the Secretary/Clerk begins his or her employment in a bargaining unit position.

D. Termination of Employment

If a Secretary/Clerk who is required to pay a representation fee terminates his or her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to the Secretary/Clerk during the membership year in question and promptly forward same to the Association.

E. Mechanics

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

**ARTICLE XIX
REIMBURSEMENT FOR USE OF AUTOMOBILES**

Ten (10) or twelve (12) month Secretarial/Clerical employees required by an administrator to travel between buildings on school business during the normal working day will be reimbursed for the use of automobiles at the rate currently paid by the Board of Education.

**ARTICLE XX
CONSTRUCTION**

A. Headings

Headings are to be for convenient references.

B. Severability

If any section or clause is ruled invalid or inapplicable, or in conflict with law, other portions of the Agreement are not affected, and are to continue to force and effect.

ARTICLE XXI
TERM OF AGREEMENT

The effective term of this Agreement shall be from July 1, 1985 to June 30, 1987.

ACCEPTANCE

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries, and their respective Corporate seals affixed hereto, at Tenafly, New Jersey, on this 16th day of December, 1985.

TENAFLY BOARD OF EDUCATION

PRESIDENT

Penelope K. Young

SECRETARY

Janett Kneffel

TENAFLY EDUCATION ASSOCIATION

PRESIDENT

Stephen A. Darcy

CHIEF NEGOTIATOR

Robert W. Mikhlin

SCHEDULE "A"

TENAFLY PUBLIC SCHOOLS
TENAFLY, NEW JERSEY

SECRETARIAL AND CLERICAL SALARY GUIDE

1985-1986

Step	Clerk	Secretary	Secretary
	12-month	12-month	12-month
	B	C	D
1.	\$12,370	\$12,670	\$13,690
2.	12,570	12,970	13,990
3.	12,790	13,290	14,320
4.	13,010	13,680	14,650
5.	13,250	13,990	14,960
6.	13,570	14,390	15,370
7.	13,880	14,740	15,750
8.	14,220	15,150	16,150
9.	14,550	15,530	16,560
10.	14,850	15,900	16,920
11.	15,190	16,260	17,310
12.	15,540	16,610	17,680
13.	15,940	17,010	18,090
14.	16,340	17,410	18,510
15.	16,750	17,820	18,960

General Provisions

1. The Board of Education expressly reserves the right to withhold salary increments and/or adjustments for just cause.
2. Ten-month employees hired before June 1982 will be paid as follows:
Clerks - receive .835 F.T.E. of Column B
Secretaries - receive .835 F.T.E. of Column C or D
3. Salaries for all new secretaries/clerks shall be mutually agreed upon between the new employee and the Board of Education.
4. In addition to the guide amount, all secretaries and clerks who have been on the maximum step (15) during the 1984-85 school year shall receive a longevity increment as follows: B-Clerk \$400; C-Secretary \$420; and D-Secretary \$420.

SCHEDULE "B"

TENAFLY PUBLIC SCHOOLS
TENAFLY, NEW JERSEY

SECRETARIAL AND CLERICAL SALARY GUIDE

1986-1987

Step	Clerk 12-month B	Secretary 12-month C	Secretary 12-month D
1.	\$13,325	\$13,610	\$14,720
2.	13,570	13,910	15,020
3.	13,770	14,200	15,320
4.	14,010	14,550	15,680
5.	14,250	14,980	16,050
6.	14,510	15,320	16,380
7.	14,860	15,760	16,830
8.	15,200	16,140	17,250
9.	15,570	16,590	17,690
10.	15,930	17,010	18,140
11.	16,260	17,410	18,530
12.	16,630	17,810	18,960
13.	17,020	18,190	19,360
14.	17,460	18,630	19,810
15.	17,890	19,070	20,270

General Provisions

1. The Board of Education expressly reserves the right to withhold salary increments and/or adjustments for just cause.
2. Ten-month employees hired before June 1982 will be paid as follows:
Clerks - receive .835 F.T.E. of Column B
Secretaries - receive .835 F.T.E. of Column C or D
3. Salaries for all new secretaries/clerks shall be mutually agreed upon between the new employee and the Board of Education.
4. In addition to the guide amount, all secretaries and clerks who have been on the maximum step (15) during the 1985-86 school year shall receive a longevity increment as follows: B-Clerk \$450; C-Secretary \$460; and D-Secretary \$490. All secretaries and clerks who have received a longevity increment in 1985-86, shall receive in 1986-87 a longevity increment as follows: B-Clerk \$890; C-Secretary \$920; and D-Secretary \$950.