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THIS BOOK DOES
NOT CIRCULATE

AGREEMENT

WHEREAS, the Board of Education of the Sterling High School District is required by law to negotiate with its employees as to the terms and conditions of employment and as to grievances; and

WHEREAS, the parties hereto through negotiations in good faith have reached agreement on certain matters, their agreements with regard to such matters are hereby reduced to writing as required by law:

ARTICLE I The parties hereto are the Board of Education of Sterling High School District (hereinafter referred to as the 'Board') and the Sterling Education Association (hereinafter referred to as the 'Association'). The Board hereby recognizes the Association as the exclusive and sole representative for the purpose of collective negotiation concerning the terms and conditions of employment for all certified personnel under 10 or 12 month teaching contract with the Board; provided, however, that the following supervisory personnel shall be excluded from membership in, or representation by, the Association: Superintendent, Secretary-Business Administrator, Principal, Assistant Principal, Guidance Director.

Unless otherwise indicated, the term 'teacher' when used hereinafter in this agreement shall refer to all certified personnel under 10 or 12 month teaching contract with the Board when represented by the Association for the purpose of collective negotiation as above defined, and references to

male teachers shall include female teachers.

ARTICLE II Nothing herein contained shall be considered to deny or restrict the Board in the exercise of its responsibilities under the New Jersey School Law commonly known as Title 18A.

ARTICLE III

- A. The parties agree to commence collective negotiations on a successor agreement not later than October 1, 1969.
- B. Upon reasonable request by the Association, the Board agrees to make known to the Association when and where the Association may obtain such documents as the Board is required by law to release and to make available to the public.
- C. Neither party in the course of negotiations shall have any control over the selection of the negotiating representative of the other party. The parties mutually pledge that their representatives shall be clothed with the appropriate power and authority to make proposals, consider proposals and do all that is necessary and proper for bona fide negotiations; provided, however, that it is understood that no action binding the Board can be taken other than pursuant to the statutes governing the operation of the Board and its members.
- D. This agreement may not be modified in whole or in part except in writing duly signed by the proper representatives of both parties.

ARTICLE IV

- A. Definition. The term 'grievance' means a complaint

by any teacher that, as to him, there has been an inequitable, improper, or unjust application, interpretation, or violation of a policy, agreement, or administrative decision affecting said teacher.

The term 'grievance' and the procedure relative thereto, 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 teacher;
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 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 available to teachers under provisions of State Law.

B. Procedure.

1. An aggrieved teacher shall institute action under the provisions hereof within thirty (30) calendar days of the occurrence complained of, or within thirty (30) calendar days after he 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. A teacher processing a grievance, shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal by the Board or any agent thereof.
3. In the presentation of a grievance, the teacher shall have the right to present his own appeal or to designate a representative to appear with him at any step in his appeal. A minority organization shall not have the right to present or process a grievance.
4. Whenever the teacher appears with a representative, the Board shall have the right to designate its own representative.
5. A teacher shall first discuss his grievance orally with the principal. A decision shall be rendered within three (3) days of said discussions. The Principal's decision shall be in writing and shall contain his findings and conclusions. A copy of the decision shall be provided to the teacher.
6. If the grievance is not resolved to the teacher's satisfaction within three (3) days after the discussion referred to in Paragraph 5 above, the teacher shall submit his grievance to the Superintendent in writing, specifying:
 - (a) The nature of the grievance;
 - (b) The results of the previous discussion;
 - (c) The basis of his dissatisfaction with the determination.

7. A copy of the writing called for in Paragraph 6 above, shall be furnished to the principal.
8. Within three (3) days from the receipt of the written grievance (unless a different period is mutually agreed upon); the Superintendent shall hold a hearing at which all parties in interest shall have the right to be heard.
9. Within three (3) days of said hearing (unless a different period is mutually agreed upon), the Superintendent shall, in writing, advise the teacher and his representative, if there be one, of his determination and shall forward a copy of said determination to the school principal.
10. In the event of a failure of the Superintendent to act in accordance with the provisions of Paragraphs 8 and 9, or, in the event a determination by him in accordance with the provisions thereof is deemed unsatisfactory by either party, the Superintendent shall within three (3) days schedule a meeting with the parties concerned and the Personnel Committee of the Board. 3
11. If the Personnel Committee determines that a grievance has or may have merit, it shall recommend to the Secretary-Business Administrator to schedule within ten (10) days a hearing before the Solicitor and the entire Board in executive session.
12. Where an appeal is taken to the Board, there shall be submitted by the appellant;

- (a) The writing set forth in Paragraphs 6 and 9, and a further statement in writing setting forth the appellant's dissatisfaction with the Superintendent's action. A copy of said statement shall be furnished to the Superintendent and to the adverse party.
13. A party appealing to the Board may submit written materials in support of his application provided however that the same shall be served upon the adverse parties at least ten (10) days prior to the hearing.
14. The Board shall make a determination within thirty (30) days from the receipt of the grievance and shall in writing notify the teacher, his representative if there be one, the principal, and the Superintendent of its determination. This time period may be extended by mutual agreement of the parties.
15. In the event a teacher is dissatisfied with the determination of the Board he shall have the right to request advisory arbitration pursuant to rules and regulations established by the Public Employment Relations Commission under the provisions of Chapter 303, Laws of 1968.

A request for advisory arbitration shall be made no later than fifteen (15) days following the determination of the Board. Failure to file within

said time period shall constitute a bar to such arbitration unless the aggrieved employee and the Board shall mutually agree upon a longer time period within which to assert such a demand.

In the event of arbitration, the costs of the arbitrator's services shall be shared by the parties and each of the parties shall bear their own costs.

ARTICLE V

- A. The Board agrees that every teacher shall have the right freely to organize, join and support the Association with purpose of engaging in collective negotiations and other concerted activities. The Board will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Chapter 303 in the Public Laws of 1968 of the State of New Jersey, or the Constitutions of New Jersey and the United States. The Board further agrees that it shall not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of membership in the Association, his participation in any lawful activity of the Association, collective negotiations with the Board, or institution of any grievance under this agreement.
- B. Whenever any teacher is required to appear before the Board or any committee or member thereof concerning any matter which could adversely affect the continuation of such personnel in his office, position, or

employment or the salary or any increments pertaining thereto, then such personnel shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a person of his own choosing present to advise or represent him during such meeting or interview.

ARTICLE VI

- A. Representatives of the Association shall be permitted to transact official Association business on school property at reasonable times; provided, however, that in no event shall this be deemed to confer upon the Association or its representatives the right to transact business during the school day; provided further, that a written permission to conduct business on the school property shall first have been obtained from the Secretary-Business Administrator of the Board.
- B. The rights granted pursuant to Sub-paragraph A of this Article shall be deemed to include the right to use school facilities for meetings of the Association.
- C. Any use by the Association or its representatives of the school facilities pursuant to this Article shall be subject to the requirement that the Association shall be responsible for the payment of any extra maintenance and similar costs in connection with such use in accordance with existing Board policy.
- D. The Association shall have the use of a bulletin board in each faculty lounge. Should the Adminis-

tration object to any posted material the Association agrees after notice of such objection that objectionable material shall be removed; provided, however, that nothing herein contained shall prohibit the Association or its members from asserting a grievance pursuant to the provisions of this agreement with respect to the removal of such material.

E. The Association shall have the right to use the inter-school mail facilities and school mail boxes with the prior written approval of the Secretary-Business Administrator of the Board.

F. The Association shall have the right to use school equipment including typewriters, mimeograph machines and other duplicating equipment, calculating machines and all types of audio-visual equipment at reasonable times when such equipment is not otherwise in use; provided, however, that the prior approval of the Secretary-Business Administrator shall have been obtained in writing and the Association shall pay the reasonable cost of all materials and supplies incident to such use.

ARTICLE VII The Board will seek the views of the Association concerning vacations and holidays before adoption of the school calendar; provided, however, that the Board reserves the right to make final decision with respect to the school calendar.

The parties recognize the desirability, where possible, of co-ordination of said calendar with the calendars of the elementary schools of the Board's constituent districts.

ARTICLE VIII The Board and the Association acknowledge that a teacher's primary responsibility is to teach and his energies should be utilized to this end to the fullest extent possible.

ARTICLE IX Whenever any civil action has been brought or shall be brought against any teacher, for any act or omission arising out of and in the course of the performance of the duties of such teacher, the Board shall defray the cost of defending such action, including counsel fees and expenses, together with costs of appeal, if any, and shall save harmless and protect such teacher from any financial loss resulting therefrom. This subparagraph shall apply to the use of automobiles in the performance of personnel's duties; provided, however, that the use of such automobile shall have been authorized in writing in advance by the Superintendent.

ARTICLE X The salaries of all teachers are covered by this agreement and shall be as set forth in Schedule A. annexed hereto and made a part hereof.

- A. Teachers employed on a 12 month basis shall be paid in 24 semi-monthly installments.
- B. Teachers employed on a 10 month basis shall be paid in 20 semi-monthly installments.
- C. Teachers may individually elect to have 10% of their monthly salary deducted from their pay. These funds shall be paid to the teacher on the final pay day in June or according to a schedule of payment throughout the summer vacation as requested by the teacher involved.
- D. When a pay day falls on or during a school holiday, vacation or weekend, teachers shall receive their pay

checks on the last previous working day.

Teachers shall receive final checks and the pay schedule for the following year on the last working day in June; provided, however, that the Superintendent or other designated representative of the Board shall have first certified that a teacher has fulfilled his statutory responsibilities prior to the release of such checks.

ARTICLE XI All teachers will be given tentative written notice of their class and subject assignments for the 1970-71 school year at the earliest possible date but not later than the date set for the return of teacher contracts. Such assignments shall be subject to change if circumstances warrant.

ARTICLE XII Teachers shall not be required to use their automobiles in performance of their duties. Teachers who voluntarily use their automobiles in the performance of their duties shall be reimbursed for such travel at the rate of \$.10 per mile; provided, however, that the use of such automobile shall have been first authorized in writing by the Superintendent.

ARTICLE XIII

- A. The Superintendent shall deliver to the Association and shall post on the Association's bulletin board by May 15, 1970, a tentative list of positions expected to be available for the 1970-71 school year, which may be changed if circumstances warrant. Thereafter, teachers who desire a change in grade and/or subject assignment may file a written statement of such desire with the Superintendent

specifying the desired change. The Board covenants to give consideration to the desires of the teachers as so expressed in formulating assignments for the school year 1970-71; provided, however, that nothing herein contained shall prohibit the Board's exercise of its discretion in good faith in making teacher assignments.

- B. Notice of an involuntary reassignment shall be given to the teachers affected as soon as practical.

ARTICLE XIV

- A. The Board agrees to give as much advance notice as possible to the Association and its members of the availability of promotional positions. For the purpose of this agreement promotional positions shall include the positions paying a salary differential and/or positions on the administrative-supervisory levels of responsibility, including but not limited to positions such as Superintendent, Principal, Vice-Principal, Guidance Director, Curriculum Chairman, Athletic Coach or Director.
- B. Teachers who desire to apply for such promotional positions shall submit an application in writing to the Superintendent, which writing shall be kept on file by the Superintendent and given consideration in the filling of the promotional positions and any similar position as may be described in the said writing until such writing may be requested to be withdrawn by the teacher filing it.

- C. The Board agrees to consider the wishes of existing teachers in filling the aforesaid promotional positions.

ARTICLE XV

- A. All teachers shall be granted a yearly sick leave of 10 days to be used only for illness. Said sick leave, except as hereinafter allowed as personal leave, may not be used for any other reason. Use in violation of this agreement shall constitute grounds for disciplinary action. All days of sick leave not utilized within the current school year shall be accumulative, to be used for additional sick leave as needed in subsequent years.
- B. If any teacher is absent three (3) consecutive days, a doctor's certificate concerning the illness shall be presented upon request of the Superintendent. Teachers shall notify the Principal's office of absence due to the illness as early as possible but not later than 7:30 a.m. the morning of the absence. Notification should be made the evening preceding the absence when possible as directed.
- C. Upon termination of employment, a teacher may request and the Board shall grant a certificate stating the teacher's unused accumulated sick leave.
- D. Re-employment by the Board of a teacher will not reinstate past accumulated sick leave.

ARTICLE XVI

- A. Teachers shall be granted five (5) days' leave for a

death in the immediate family. Immediate family shall consist of husband or wife, mother, father, brother, sister, child or any person standing in loco parentis. Such leave shall not be deducted from sick leave.

- B. Absence of a teacher due to an injury which is compensable under the New Jersey Workman's Compensation Act shall not be considered as part of sick leave.
- C. A teacher absent on jury duty shall not be required to deduct such absence from sick leave. Such teacher shall be reimbursed the difference between their prevailing rate of pay and amounts received for jury service.
- D. A teacher required to attend a court of law in connection with a matter not involving moral turpitude on the part of the teacher shall be reimbursed full pay. Reimbursement shall also be made with respect to any such matter involving a charge involving moral turpitude on the part of the teacher if the teacher is finally acquitted of the charge. An absence for such reason shall not be considered a part of sick leave.

ARTICLE XVII

- A. Absence for personal business, such as settlement of house, death of a distant member of the family or friend, or accident, shall not exceed five (5) days during the school year. Absences not in excess of five (5) days shall be with pay at the discretion of the Superintendent. Absences beyond those allowable pursuant to this Article or as sick leave may be

granted by the Board in its discretion in which event deductions at the rate of one-two hundredth of the annual salary (in the case of 10 month personnel) and one-two hundred and fiftieth of the annual salary (in the case of 12 month personnel) per day of absence will be made.

- B. The five days specified herein for personal leave may be used as sick leave and shall be cumulative for the purpose of sick leave only. Personal leave may not exceed five (5) days in any school year except upon the recommendation of the Superintendent approved by the Board.
- C. Personal leave may be utilized in connection with religious holidays.

ARTICLE XVIII Maternity leave will be granted teachers under tenure for a period not less than one school year and such additional portion of the current school year as may be required in order that the teacher will not be in the classroom for a period of three (3) months prior to the birth of the child; provided, however, that if a teacher wishes to stay beyond the fifth month of pregnancy a doctor's certificate shall be required. Maternity leave shall be without salary. A teacher on maternity leave shall notify the Superintendent sixty (60) days before return to school upon the expiration of maternity leave. Return to school duties after maternity leave will be at the beginning of a school term except upon the recommendation of the Superintendent approved by the Board.

ARTICLE XIX

- A. A teacher may, on recommendation of the Superintendent, be granted sabbatical leave of absence for purpose of approved study for a period not exceeding one year if:
- a) the teacher has served in the State of New Jersey for ten (10) years and has been continuously employed by the Board for a period of at least seven (7) years;
 - or b) has been continuously employed by the Board for a period of at least nine (9) years.
- B. A teacher on sabbatical leave shall receive one-half the annual salary to which he would have been entitled had he remained in the school system that year. If the sabbatical leave is for less than one year, one-fourth of the previous year's salary shall be payable in equal monthly installments during leave.
- C. Requests for sabbatical leave of absence shall be made to the Superintendent before November 1st, 1969, for the school year 1970-71. Teachers so requesting sabbatical leave shall be notified of the Board's action on the request by January 1st, 1970.
- D. Prior to commencing the sabbatical leave, a teacher shall enter into a contract for return to active service in the district for a period of at least two (2) years after the expiration of such leave. Such contract shall provide for the return of all money received while on sabbatical leave plus six (6%) interest in the event that teacher does not return to active service; provided, however, that such reimbursement shall not be required where the failure to

return is due to pregnancy, total incapacity or other incapacity of a physical or mental nature. A determination concerning such a return of funds received while on sabbatical leave shall be within the sole discretion of the Board.

- E. A teacher returning from sabbatical leave shall be placed on the step of the salary schedule he would have attained had he remained in the district. Any additional benefits granted to regular teachers shall automatically apply to a teacher on sabbatical leave.
- F. Seven (7) teaching years must have passed since a prior sabbatical leave in order for a teacher to become eligible for second sabbatical leave.
- G. Before any teacher becomes entitled to second sabbatical leave, eligible teachers who have never received sabbatical leave will be given preference.
- H. All programs of study in which teachers are enrolled shall be approved by the Superintendent and the Board in writing and shall be successfully completed within the sabbatical leave. However, theses may be completed after the termination of the sabbatical.

ARTICLE XX

- A. The Board will assume the cost of the individual teacher's share of health insurance protection through the Hospital Service Plan of New Jersey and/or the Medical Surgical Plan of New Jersey, including Rider J and Major-Medical. Coverage of dependents of teachers shall be made available by the Board, cost to be borne by the individual

teacher through salary deductions; except that the cost of major medical dependent coverage shall be borne by the Board.

- B. The Board will provide to all teachers a description of health care insurance coverage provided hereunder. This shall contain a description of the conditions of the coverages and the individual limits thereof.

ARTICLE XXI The Board recognizes that it shares with its professional staff the responsibility of upgrading and updating teacher performance and attitudes. The Board and the Association support the principle of continuing training of teachers and the improvement of instruction.

ARTICLE XXII Should any criminal action be instituted against any teacher for any act or omission arising out of the performance of the duties of such teacher and such proceeding is dismissed or results in a final disposition in favor of such teacher the Board of Education shall reimburse him for the cost of defending such proceedings, including reasonable counsel fees and expenses of the original hearing or trial and all appeals.

ARTICLE XXIII Whenever any teacher who is entitled to sick leave pursuant to this agreement is absent from his post or duty as the result of personal injury caused by accident arising out of and in the course of his employment, the Board shall pay such teacher full salary or wages for the period of such absence for up to one calendar year without having such absence charged to the annual sick leave of the accumulated sick leave provided herein. Salary payments shall be made for absence during the

waiting period and during the period the teacher received or was eligible to receive temporary disability benefit under Chapter 15 of Title 34 of the Revised Statutes. Any amount of salary or wages paid or payable to the teacher pursuant to this section shall be reduced for the amount of a Workman's Compensation award made for temporary disability.

ARTICLE XXIV Definition of the duties and responsibilities pertaining to student discipline of all administrators, supervisors and other personnel shall be reduced to writing by the Superintendent and after approval by the Board shall be presented to each teacher at the beginning of the 1969-70 school year.

ARTICLE XXV The Board agrees to deduct from the salaries of the teachers who shall be members of the Sterling Education Association the Camden County Education Association, the New Jersey Education Association and/or the National Education Association, the dues for such associations. Such deductions shall be made in compliance with Chapter 310 of the Laws of 1967 and under such rules that may be established by the State Department of Education. Moneys collected pursuant to this Article shall be transmitted to the appropriate Treasurer by the 15th of each month following the monthly pay period in which deductions are made. Teacher authorizations for such deductions shall be in writing and in the form set forth below:

AUTHORIZATION

TO DEDUCT ASSOCIATION MEMBERSHIP DUES

Name _____ Soc. Sec. No. _____

To: Disbursing Officer - Sterling Board of Education

I hereby request and authorize the above names disbursing officer to deduct from my earnings an amount sufficient to provide for the payment of those yearly membership dues as certified by the organizations indicated in equal monthly payments for all or part of the current school year and for succeeding school years. I understand that the disbursing officer will discontinue such deductions only if I file such notice of withdrawal as of the January 1 next succeeding the date on which notice of withdrawal is filed. I also agree that upon termination of employment, the disbursing officer shall deduct any remaining amount due for that current school year. I hereby waive all right and claim for said moneys so deducted and transmitted in accordance with this authorization, and relieve the governing board and all of its officers from any liability therefor.

I designate the _____ Association to receive dues and distribute according to the organization(s) indicated:

_____ Association _____
_____ County Education Association _____
National Education Association _____

ARTICLE XXVI This agreement shall remain in effect for the school year beginning July 1, 1969 and terminating June 30, 1970.

ARTICLE XXVII The professional status of the teachers is hereby recognized and affirmed. The Association covenants for itself

and its members not to engage in any strike, slowdown or other concerted activities which have been or may be defined by the Legislature of this State or the Courts of this State as illegal activities when engaged in by public employees. Resort to any such illegal activities by the Association or its members shall be violative of this agreement and of the teacher's professional responsibilities to the Board and to their students.

ARTICLE XXVIII

A. Department Chairman shall have the following responsibilities and duties:

1. To call department meetings;
2. To develop courses of study and testing in cooperation with the members of the staff in his department and the administration;
3. Together with the teachers in his department, to recommend the purchase of needed textbooks, equipment, supplementary materials and supplies;
4. To distribute textbooks, equipment and supplies at the beginning of the school year for his department;
5. To see that textbooks, equipment and supplies in his department are properly collected and stored at the end of the school year;
6. To see that an accurate inventory of department textbooks, equipment and supplies is taken each year at appropriate times;
7. To serve as an expert and consultant on subject matters in his field;

8. To serve as a master teacher in his department rather than as an administrator.
 9. To call and conduct meetings of his department for the purpose of conducting a continuing evaluation of curriculum and to formulate recommendations to the administration for improvement in curriculum.
- B. Direct supervision of the teacher in the classroom shall be the responsibility of the Principal and Administration.
 - C. Chairman shall be present at school five days previous to appearance of the other teachers at the beginning of the school year and five days after other teachers are not required to be present.
 - D. Department Chairmen shall receive a supplemental salary of Five Hundred Dollars (\$500.00) per annum for these additional duties.

ARTICLE XXIX During the time of suspension of a teacher pending charges he shall not receive pay; provided, however, that a Board hearing upon any charge leading to suspension shall be held within two (2) weeks of the filing of the charges, and further provided that if the charges are found to be without merit, the teacher shall be reinstated with all accumulated benefits, and shall be reimbursed in the amount of pay withheld during the suspension.

ARTICLE XXX The parties agree that it is desirable that the class size in the Sterling High School be the optimal educational size.

ARTICLE XXXI Teachers shall be evaluated only by certificated persons appointed by the Board for that purpose. All observations of the performance of teachers shall be conducted openly and with full knowledge of the teacher involved. Observations made for the purpose of the preparation of written analysis of a teacher's work

performance shall involve continuous observation in the classroom for a period of at least twenty (20) minutes.

A teacher shall be given the written analysis of any such observation within five (5) days of the evaluation. Upon request teacher shall be granted a conference to discuss such analysis. The written analysis shall be submitted to the teacher simultaneously with its presentation to the administration. A teacher shall have the right to submit a written answer to any written analysis which shall be reviewed by the administration together with the analysis. This answer shall be attached to the file copy of the analysis.

Any complaint regarding a teacher made to any member of the administration by any person will be promptly investigated and called to the attention of the teacher involved. A teacher shall be given an opportunity to respond to a complaint and shall have the right to be represented at any hearings held on such complaint.

At least once a year, a teacher shall have the right to review all material in his personnel file. No unauthorized person shall be permitted access to the personnel files. Personnel files may not be removed from the Board office.

ARTICLE XXXII Teachers shall be required to report to school for duty ten (10) minutes prior to the opening of the individual teacher's assigned schedule and shall be permitted to leave twenty (20) minutes after the close of the individual teacher's assigned schedule; provided, however, that teachers shall make themselves available in a professional manner to consult with students needing or requesting additional instruction or assistance immediately beyond the twenty (20) minute period described above, and provided, further that teachers shall also make themselves available for teacher meetings beyond the above described hours. A teacher shall not be required to teach more than twenty-five (25) instructional periods per week.

Teachers shall have a daily duty free lunch equal to the length of a regular class period. Teachers shall also have a daily free period for preparation equal to the length of the regular class period. Teachers may leave the building without requesting permission during such periods; provided, however, that the administration must be notified of such absence in advance. In unforeseen emergency situations arising during the course of the school day, a teacher may be required to cover the class of an absent teacher. For the purposes of this Article, a teacher shall not be required to cover the class of a teacher absent for the purpose of supervising extracurricular activities.

ARTICLE XXXIII A teacher shall immediately report any case of assault upon his person arising out of or in connection with his teaching duties. Such matters shall be reported to the Principal or a teacher's immediate superior.

A notification of such incidents will be immediately forwarded to the Superintendent who shall notify the Board and comply with any reasonable request from the teacher for information relating to the incident or persons involved.

ARTICLE XXXIV The parties hereto will select from their respective memberships appropriate representatives to become members of a Board - Staff Relations Committee, which committee shall meet at least six (6) times per school year and at least once every three (3) months for the purpose of discussion of current school problems and practices. The aforesaid committee shall be presided over by the Board member designated for that purpose by the Board, who shall designate the time and place of any meeting and circulate at least

three (3) days prior thereto the agenda for such meeting. The Association representatives shall submit at least three (3) days prior thereto an agenda.

The Association shall appoint a liaison committee which shall meet with the principal and superintendent at appropriate times to discuss current school problems and practices.

ARTICLE XXXV The Board agrees to employ for instructional purposes only persons properly certified by the appropriate state agency for such purposes. The Superintendent, and, where feasible, the Principal will interview all personnel. The Superintendent will submit a written recommendation to the Board concerning employment of new personnel.

ARTICLE XXXVI Any teacher who shall enter the active military or naval service of the United States shall be granted leave of absence without pay for the period of such service and for a further period of three (3) months after receiving his discharge from such service. Teachers returning from such service shall be re-employed for the school year next commencing after termination of such leave of absence if such teacher has been honorably discharged from such service. Upon the return from military service as aforesaid, the employment of the teacher before entering such service and the employment after his resumption of employment following such service shall be counted in determining his right to tenure in office as though the two periods had not been interrupted by a leave of absence. Similarly, for the purposes of determining the appropriate step on the salary scale upon which such an individual is to be placed, teaching service prior to the leave of absence and subsequent to his return to employment shall be considered as continuous service

as though the same had not been interrupted by military leave; provided, however, that a maximum of four (4) years' credit for military service for the purposes of determining the appropriate step on the salary scale shall be granted to any teacher.

A teacher's eligibility for benefits, including unused accumulated sick leave and credits toward sabbatical eligibility shall be unaffected by a military leave of absence as provided for in this article. For this purpose, the teacher's service prior to leave of absence and subsequent to his return to employment shall be considered as continuous service as though the same had not been interrupted by military leave.

ARTICLE XXXVII A leave of absence without pay, which leave of absence shall in no way be subject to the salary and benefits rights created under the immediately preceding article, shall be granted to any tenure teacher for the purpose of service in the United States Peace Corps, the Volunteers in Service to America or as an exchange or overseas teacher. A similar leave of absence shall be granted to any teacher for the purpose of accepting an academic scholarship. Any leave of absence granted pursuant to this paragraph shall not exceed three (3) years in duration. To be eligible for a leave of absence pursuant to this article, a teacher must give three (3) months' written notice to the Board prior to the termination of the then current school year for a leave of absence to commence with the beginning of the following school year. Four (4) months' written notice of intention to return from such leave at the commencement of the next following school year shall be required.

IN WITNESS WHEREOF, the Board of Education of the Sterling High School District, Camden County, New Jersey, and the Sterling Education Association have caused these presents to be signed by their proper officers and their respective corporate seals to be annexed hereto this 19th day of May , 1969.

ATTEST:

BOARD OF EDUCATION OF
STERLING HIGH SCHOOL DISTRICT

By:

Edith K. Davis
Secretary

Robert W. Wish
President

ATTEST:

STERLING EDUCATION ASSOCIATION
By:

Margie M. Harris
Secretary
Seal

Robert W. Wish
President

SCHEDULE A

SALARY SCALE

TEP	B.A.	B.+10	B.+20	B.+30	Master	M.+10	M.+20	M.+30	Doctor
1.	\$6300.	\$6400.	\$6500.	\$6600.	\$6900.	\$7100.	\$7300.	\$7500.	\$7800.
2.	\$6600.	\$6700.	\$6800.	\$6900.	\$7200.	\$7400.	\$7600.	\$7800.	\$8100.
3.	\$6900.	\$7000.	\$7100.	\$7200.	\$7500.	\$7700.	\$7900.	\$8100.	\$8400.
4.	\$7225.	\$7325.	\$7425.	\$7525.	\$7825.	\$8025.	\$8225.	\$8425.	\$8725.
5.	\$7550.	\$7650.	\$7750.	\$7850.	\$8150.	\$8350.	\$8550.	\$8750.	\$9050.
6.	\$7900.	\$8000.	\$8100.	\$8200.	\$8500.	\$8700.	\$8900.	\$9100.	\$9400.
7.	\$8250.	\$8350.	\$8450.	\$8550.	\$8850.	\$9050.	\$9250.	\$9450.	\$9750.
8.	\$8625.	\$8725.	\$8825.	\$8925.	\$9225.	\$9425.	\$9625.	\$9825.	\$10125.
9.	\$9000.	\$9100.	\$9200.	\$9300.	\$9600.	\$9800.	\$10000.	\$10200.	\$10500.
0.	\$9400.	\$9500.	\$9600.	\$9700.	\$10000.	\$10200.	\$10400.	\$10600.	\$10900.
1.	\$9800.	\$9900.	\$10000.	\$10100.	\$10400.	\$10600.	\$10800.	\$11000.	\$11300.
2.	\$10200.	\$10300.	\$10400.	\$10500.	\$10800.	\$11000.	\$11200.	\$11400.	\$11700.
5.	\$10625.	\$10725.	\$10825.	\$10925.	\$11225.	\$11425.	\$11625.	\$11825.	\$12125.

OPE: Any increment between the 12th and 15th step and after the 15th step shall be regarded in the nature of a merit increment.

RESOLUTION

WHEREAS, the Board of Education of the Sterling High School District is required by law to negotiate with its employees concerning terms and conditions of employment; and

WHEREAS, the Sterling Education Association is the representative for the purposes of collective bargaining of certain of the professional personnel of the District; and

WHEREAS, the Board and the Association, through negotiations in good faith have agreed upon the form of an agreement concerning terms and conditions of employment, including salary and other benefits;

NOW THEREFORE BE IT RESOLVED by the Board of Education of the Sterling High School District as follows:

1. The agreement between the Board and the Sterling Education Association in the form annexed hereto, be and the same is hereby approved and ratified, with the following modifications:

- a. Page 5, add the following additional line between the existing lines 13 and 14 (ARTICLE IV) "10. In the event of a failure of the Superintendent"
- b. Page 12 line 15 (ARTICLE XIV) subparagraph A. substitute "differential" for "deferential"
- c. Page 18 line 14 (ARTICLE XXII) substitute "omission" for "admission"
- d. Page 19 line 5 (ARTICLE XXIII) substitute "award" for "word"
- e. Page 21 line 3 (ARTICLE XXVIII) substitute "or" for "of"
- f. Page 21 line 8 (ARTICLE XXVIII) substitute "XXVIII" for "XVIII"
- g. Page 22 line 14 (ARTICLE XXVIII) subparagraph D. substitute "Chairmen" for "Chairmans"

2. The President and Secretary of the Board are hereby authorized to execute the aforesaid agreement and to do all things necessary and proper to implementation thereof.

CERTIFICATION

I hereby certify that the foregoing is a true copy of the resolution adopted by the Board of Education of the Sterling High School District at a special meeting held on May 19, 1969 at the Board's offices in Somerdale, New Jersey

Edith K. Davies

Edith K. Davies, Secretary
Business Administrator

RESOLUTION

WHEREAS, the Sterling Education Association of the Sterling High School is required by law to negotiate with its employers concerning terms and conditions of employment; and

WHEREAS, the Board of Education of the Sterling High School District is the representative for the purposes of collective bargaining of the Board of Education of the Sterling High School District; and

Whereas, the Board and the Association, through negotiations in good faith have agreed upon the form of an agreement concerning terms and conditions of employment, including salary and other benefits;

NOW THEREFORE BE IT RESOLVED by the Sterling Education Association of the Sterling High School as follows:

1. The agreement between the Board and the Sterling Education Association in the form annexed hereto, be and the same is hereby approved and ratified, with the following modifications:

- a. Page 5, add the following additional line between the existing lines 13 and 14 (ARTICLE IV) "10. In the event of a failure of the Superintendent"
- b. Page 12 line 15 (Article XIV) subparagraph A. substitute "differential" for "deferential"
- c. Page 18 line 14 (ARTICLE XXII) substitute "omission" for "admission"
- d. Page 19 line 5 (ARTICLE XXIII) substitute "award" for "word"
- e. Page 21 line 3 (ARTICLE XXVIII) substitute "or" for "of"
- f. Page 21 line 8 (ARTICLE XXVIII) substitute "XXVIII" for "XVIII"
- g. Page 22 line 14 (ARTICLE XXVIII) subparagraph D. substitute "Chairmen" for "Chairmans"

2. The President and Secretary of the Board are hereby authorized to execute the aforesaid agreement and to do all things necessary and proper to implementation thereof.

CERTIFICATION

I hereby certify that the foregoing is a true copy of the resolution adopted by the Sterling Education Association of the Sterling High School District at a regular meeting held on May 19 in the library of the Sterling High School building in Somerdale, New Jersey.

Margie M. Harris

Margie M. Harris, Secretary
Sterling Education Association