

Section B - Conditions

1. Add to B 4) the following sentence:
"At levels one, two and three, one other administrator may be present as consultant."

Section C - Grievance Procedure

Level Five (Arbitration)

1. Add the following as the last sentence:
"All meetings shall be scheduled at a time when teachers representatives are free from instructional responsibility unless otherwise agreed upon."

ARTICLE V - ASSOCIATION RIGHTS

1. Add letter "K" to read:
"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 teachers and to no other organization which could represent teachers as a bargaining agent."

ARTICLE VII - BOARD RIGHTS

Section A.

1. Correct language to read:
"The Board reserves all rights and functions vested...."
and delete "recognizes that the Code of Ethics of...."

ARTICLE VIII - TEACHER'S WORK DAY AND WORK YEAR

Section F.

1. Replace Section F to read:
"Teachers shall be permitted to leave their buildings during their duty free lunch periods. Teachers shall be required to check in and check out."

ARTICLE XI - TEACHER EVALUATION

Section B.

1. Add "Subject Supervisor (not to be used in any PERC hearings)" after the words "immediate supervisor".

Section E.

1. Change dates in #1), 2), and 3) to read April 30 instead of April 1.
2. In #3) change May 1 to read May 30.
3. Add a new Section G to read as follows:
"Teachers shall be evaluated only by persons certificated by the New Jersey State Board of Examiners to supervise instruction."
4. Add a new Section H to read as follows:
"No material derogatory to a teacher's conduct, service, character or personality shall be placed in his personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he has

the opportunity to review such material by affixing his signature to the copy to be filed with the expressed understanding that such signature in no way indicates agreement with the contents thereof. Should the teacher refuse to sign, the Administrator shall so note on the material. The teacher shall also have the right to submit a written answer to such material."

5. Add a new Section I to read as follows:
 "Documents such as letters of commendation, evaluations, parental correspondence and other similar documents shall be kept in a personnel file which shall be open to the individual teacher's inspection. This provision excludes personal references, academic credentials and similar documents."

ARTICLE XII - TEACHER ASSIGNMENTS

Section C.

1. Change "nine cents (9¢) per mile" to read "ten cents (10¢) per mile".

Section D.

1. Replace present "D" with the following:
 "An involuntary transfer or reassignment shall be made only after a meeting between the teacher involved and the Principal at which time the teacher shall be notified of the reason therefore."

ARTICLE XV - PROMOTIONS

Section A.

1. Insert the following in #1) as the second sentence:
 "Posting may be less than 15 days if necessitated by special situations which shall be explained to the Association."

ARTICLE XVIII - LEAVE POLICY

Section C - Death in the Immediate Family

1. Change from 3 days to 4 days for allowable absence.

Section E - Maternity and Adoption Leave

1. Replace with the following statement:
 "Maternity leave or adoption shall be in accordance with State rules, regulations, and/or Laws unless modified by the pending decisions before the Supreme Court of the United States of America."

Section H - Attendance at N.J.E.A. Convention

1. Replace with the following statement:
 "Teachers shall not be obligated to report for duty on the two days of the NJEA Convention."

ARTICLE XXIII - TEACHER EMPLOYMENT AND SALARIES

Section B

Delete B1) and 2)