

PROPOSED CHANGES
IN THE
AGREEMENT BETWEEN NUTLEY BOARD OF EDUCATION
AND
NUTLEY TEACHERS' ASSOCIATION
JULY 1, 1973 to JUNE 30, 1974

P. 11 ARTICLE VII, SECTION A, NUMBER 3.

3. A deduction of one-half day's pay shall be made after ~~five-~~
~~unexcused~~ eight tardy marks and for each tardiness thereafter.

~~For unexcused tardy marks 6-10 inclusive, a full day's pay shall be~~
~~deducted.~~ Habitual tardiness beyond this point may be considered reason for
termination of the contract.

ARTICLE VII, SECTION C, NUMBER 1.

1. Any teacher employed in both the morning and afternoon sessions
shall be entitled to duty-free lunch period ~~during the hours normally used for~~
~~lunch periods in the school;~~ such ...

P. 15 ARTICLE XI, SECTION C

Addition to Section C as follows:

"When a teacher who is at maximum on the salary guide is placed
in another category by reason of an advanced degree, which new category
has additional steps before maximum is reached, the teacher shall be
transferred laterally without any advance in steps except at the time of the
regular annual increment, provided the annual increment is not withheld as
herein otherwise provided."

P. 18 ARTICLE XIII, SECTION B

B. All non-classroom other vacancies will be publicized in the
Superintendent's Teachers' Letter.

P. 22 ARTICLE XVII, SECTION B to read as follows (replacing
in toto the present SECTION B)

1. Any teacher who becomes pregnant may apply to the Board of Education for a leave of absence and shall be granted that leave at a mutually agreed upon time before the expected date of birth and continuing to a specific date after the birth. No pregnant teacher may be relieved from teaching duties solely on the fact of pregnancy or a specific number of months of pregnancy, but a pregnant teacher may be relieved from duties if her teaching performance has noticeably declined, or she cannot produce a certification from her physician that she is medically able to continue teaching.

2. The date of return may be extended for an additional reasonable period of time at the teacher's request for reasons associated with pregnancy or birth or for other proper cause, but the Board need not extend the leave of absence of a non-tenured teacher beyond the end of the contract school year in which the leave was granted. A teacher may not be barred from returning except for lack of sufficient medical evidence of capability or because of failure to specify a date of return.

3. Similar leave provisions shall apply to any female teacher under tenure adopting a child less than one year old.

P. 24 ARTICLE XIX

Dental insurance provisions to be added.

P. 27 SCHEDULE A

1973/74 Salary Guide to replace 1972/73 Salary Guide.

ADDENDUM

PROPOSED AGREEMENT CHANGES -3-

JULY 1, 1973 to JUNE 30, 1974

P. 12 ARTICLE VII, SECTION E, NUMBER 2

~~Drama~~ Dramatic productions

~~Senior Benefit~~

Literary Publication (add 1 study hall and homeroom)

Senior Class Adviser Sponsor