

ARTICLE I

RECOGNITION

1. The Board of Education of the Town of Nutley... , as the representative of the ~~secretaries and assistant secretaries to the Principals of the High School, Franklin School and Elementary Schools; secretaries to High School Guidance Director; and secretaries at Special Education Center~~ secretarial and clerical personnel, with the exception of the secretary to the Superintendent of Schools, the secretary to the Secretary-Business Administrator, and the school aides for the purpose...

ARTICLE VI

VACANCIES AND NEW POSITIONS

Official Board action creating a new secretarial position and all secretarial vacancies covered by this agreement within the school system will be publicized. ~~in the Superintendent's Letter.~~

ARTICLE IX

TEMPORARY LEAVES OF ABSENCE

Section H to read as follows (replacing in toto the present Section H)

1. Any secretary 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 expected date of birth and continuing to a specific date after birth. No pregnant secretary may be relieved from her duties solely on the fact of pregnancy or a specific number of months of pregnancy, but a pregnant secretary may be relieved from duties if her performance has noticeably declined, or she cannot produce a certification from her physician that she is medically able to continue her secretarial duties.

2. The date of return may be extended for an additional reasonable period of time at the secretary'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 secretary beyond the end of the contract school year in which the leave was granted. A secretary 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 secretary under tenure adopting a child less than one year old.

ARTICLE X

INSURANCE PROTECTION

Dental insurance provisions to be added.

ARTICLES II, IX, XIII

Where it states Superintendent add and/or Secretary-Business Administrator

ARTICLES V, XII, XV

Change 1972-73 to 1973-74.

ARTICLE VIII

SICK LEAVE

C. Certificates of Absence

1. An employee who is absent shall file with the principal of the school the form provided for that purpose.

3. Certificates are to be handed to the principal of the school filed immediately upon returning to duty. Principals will send said Certificates shall be sent to the Superintendent's Office...