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NOT CIRCULATE

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AGREEMENT BY AND BETWEEN  
THE BOARD OF EDUCATION OF THE  
BOROUGH OF ALPINE, NEW JERSEY AND  
THE ALPINE EDUCATION ASSOCIATION

WHEREAS, The Board of Education of the Borough of Alpine, New Jersey, and the Alpine Education Association, are cognizant of their mutual duty and obligation to provide a quality education for the children of the Alpine School District, and in furtherance thereof, the Board of Education of the Borough of Alpine, New Jersey, and the Alpine Education Association, do hereby declare that they shall strive to improve the character of the education offered to the students of the Borough of Alpine, New Jersey, and to otherwise improve the quality and morale of the teaching service; and

WHEREAS, Chapter 303 of the Public Laws of 1968 has provided certain rights and duties in order to promote and facilitate amicable negotiations between Boards of Education and their employees with respect to the terms and conditions of said employment; and

WHEREAS, a request for recognition has been submitted by the Alpine Education Association to act as the negotiating and/or bargaining agent for the teachers constituting the professional staff; and

WHEREAS, The Board of Education of the Borough of Alpine, New Jersey, at a regular meeting of said Board of Education, held on

December 15, 1969, did recognize the Alpine Education Association as the negotiating and/or bargain agent for the said professional staff aforementioned; and

WHEREAS, The Board of Education of the Borough of Alpine, New Jersey, and the negotiating committee of the Alpine Education Association, have met frequently and on numerous occasions for the purpose of discussing and/or negotiating various terms and conditions of their employment; and

WHEREAS, The Board of Education of the Borough of Alpine, New Jersey and the Alpine Education Association have agreed upon certain proposals and understandings, which both parties desire to confirm by written agreement.

NOW, THEREFORE, WITNESSETH: This AGREEMENT entered into this 27 day of April, 1972, by and between the Board of Education of the Borough of Alpine, Bergen County, New Jersey (hereinafter called "The Board") and the Alpine Education Association (Hereinafter called "The Association").

IN CONSIDERATION OF THE SUM OF ONE (\$1.00) DOLLAR AND OTHER GOOD AND VALUABLE CONSIDERATION, mutually exchanged by the parties hereto, the receipt of which is hereby acknowledged, together with the mutual covenants and conditions herein contained, the "Board" and the "Association" do hereby covenant and agree as follows:

ARTICLE I

RECOGNITION

Pursuant to a resolution made at a regular meeting of the Board of Education of the Borough of Alpine, New Jersey, held on December 15, 1969, the "Board" hereby recognizes the "Association" as the exclusive representative to act as the collective negotiating and/or bargaining agent for the professional staff, that is the teachers <sup>and</sup> ~~nurses~~, concerning the terms and conditions of their employment.

ARTICLE II

GRIEVANCE PROCEDURE

Any individual member of the staff shall have the right to appeal the application of policies and administrative decisions affecting him through administrative channels. With respect to his personal grievances, he shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal in presenting his appeal. He shall have the right to present his own appeal or designate other persons of his own choosing to appear with him or for him at any step in his appeal.

1. Any employee who has a grievance shall discuss it first with the principal in an attempt to resolve the matter informally at that level.

2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee, within five (5) school days, he shall set forth his complaint, in writing, to the principal. The principal

shall communicate his decision to the employee, in writing, within three (3) school days of the receipt of the written complaint.

3. (a) If the grievance is not settled after reaching the principal, the matter may be referred to a committee composed of members of the professional staff for consideration. This committee shall make a determination as soon as possible, but within a period not to exceed ten (10) school days, notifying the employee in writing of that determination.

(b) If the committee determines that the grievance has or may have merit, it shall recommend that the grievance be heard by the Board of Education.

(c) If the committee determines that the grievance is without merit, it will so advise the employee and a copy of its findings shall be sent to the principal and the Board of Education.

(d) An employee whose grievance has been determined to be without merit by the committee shall retain the right to appeal in writing to the Board of Education.

4. If the grievance is not resolved to the employee's satisfaction, he may request a review by the Board of Education. The request shall be submitted in writing through the principal who shall attach all related papers and forward the request to the Board of Education. The Board, or a committee thereof, shall review the grievance, hold a hearing with the employee if requested, and render a decision in writing within thirty (30) calendar days.

### ARTICLE III

#### COMPENSATION

Effective September 1, 1972, and during the school year 1972 through June, 1973 inclusive, the compensation, wages and/or salaries to be paid to all personnel covered by this Agreement is as set forth below.

During the school year September, 1972 through June, 1973, inclusive, the minimum base salary for persons on the first step, in each category shall be as follows:

Bachelor Degree	\$ 8,835.
Bachelor Degree plus 8 credits	9,085.
" " plus 16 credits	9,335.
" " plus 24 credits	9,585.
Master Degree	9,835.
Master Degree plus 8 credits	10,085.
" " plus 16 credits	10,335.
" " plus 24 credits	10,585.
" " plus 32 credits	10,835.
" " plus 40 credits	11,085.
" " plus 48 credits	11,335.
Ed. D Base	11,585.

Effective September 1, 1972, and for the remainder of the school year 1972-1973, ending on June 30, 1973, the Teacher's Salary Guide shall be changed and modified with respect to the increment steps as follows:

Steps	2 and 3	the sum of \$350.00
Step	4	the sum of \$400.00
Steps	5 and 6	the sum of \$400.00
Steps	7, 8 and 9	the sum of \$450.00
Steps	10 and 11	the sum of \$500.00
Steps	12 and 13	the sum of \$550.00
Step	14	the sum of \$600.00
Step	15	the sum of \$675.00

During the school year September, 1972 through June, 1973, inclusive, the professional staff covered hereunder shall receive additional compensation in the amount of \$250.00 for each block of eight (8) approved graduate credits, that is the following:

- Bachelor Degree + 8 approved credits
- Bachelor Degree + 16 approved credits
- Bachelor Degree + 24 approved credits
- Master Degree
- Master Degree + 8 approved credits
- Master Degree + 16 approved credits
- Master Degree + 24 approved credits
- Master Degree + 32 approved credits

Master Degree + 40 approved credits

Master Degree + 48 approved credits

Effective and during the school year September, 1972 through June, 1973 inclusive, the maximum steps for each of the Teacher's Educational attainment shall be as follows:

For all of the various Bachelor Degree categories 12 steps

For the Master Degree  
Master Degree + 8 approved credits  
Master Degree + 16 approved credits  
Master Degree + 24 approved credits 14 steps

Master Degree + 32 approved credits  
Master Degree + 40 approved credits  
Master Degree + 48 approved credits  
Doctorate Degree 15 steps

Effective and during the school year September, 1972 through June, 1973, inclusive, a teacher with less than a Master's Degree must complete a minimum of six (6) semester hours of graduate study every two years in order to be eligible for the salary increase aforementioned.

All credits for horizontal movement on the salary guide must be reviewed by the Principal or Principal-in-Charge and

recommended to the "Board" for final approval by the "Board." Such credits will be reviewed at the beginning of each term, September 1st and February 1st for application to the Salary Schedule.

Annual increments <sup>by the</sup> ~~are not automatic and~~ will be granted upon the recommendation by the Principal and approval by the "Board."

#### ARTICLE IV

##### Insurance

The "Board" shall provide and maintain full coverage for each member of the professional staff who regularly work a minimum of twenty (20) hours per week, under the New Jersey Public and School Employees Health Benefits Plan which covers hospitalization, medical, surgical, Rider "J" and major medical insurance in accordance with the rules and regulations of said plan. The "Board" shall assume the full cost of said employee coverage together with fifty (50%) per cent of the applicable premiums towards the purchase of a family plan coverage with the same carrier who provides the coverage for the employees aforementioned.

The insurance coverage aforementioned shall be provided by the Board for the period commencing July, 1972 through June, 1973, inclusive.

<sup>by the</sup>  
~~Any increase in the cost of premiums for the family coverage~~



~~during the term of this Agreement shall be borne by the employee.~~

## ARTICLE V

### MISCELLANEOUS PROVISIONS

Effective July 1, 1971, the Board policy on Page 16 of the Board Policy Handbook entitled "O. College and University Credits" was cancelled, became null and void and otherwise ceased to become effective for members of the professional staff.

All "Board" policies and procedures heretofore adopted and in existence at the date hereof are hereby ratified, confirmed and incorporated herein by reference as though set forth herein at length.

In addition to the ten (10) days cumulative sick leave per year to which the staff are entitled by law, the "Board" shall grant two (2) additional non-cumulative sick days to all full time staff members for the school year covered hereunder.

The first ten (10) days of sick leave shall be counted against the staff members cumulative total of sick days to which they may be entitled.

## ARTICLE VI

### THE BOARD RIGHTS

The "Board" reserves to itself sole jurisdiction and

authority over matters of policy and retains and reserves unto itself, without limitations, all the powers, rights, authority, duties and responsibilities conferred upon and vested in it by the Laws and Constitution of the State of New Jersey and of the United States, by the decision of the Courts of the United States and of the State of New Jersey, the Commissioner of Education and the State Board of Education of the State of New Jersey and by the Rules and Regulations of the State Board of Education and the State of New Jersey.

The willingness of the "Board" to discuss matters which are within the sole prerogative of the "Board" shall not be deemed to constitute a waiver or relinquishment of any such prerogative.

#### ARTICLE VII

#### TEACHER'S RIGHTS

Teachers shall enjoy all rights granted under and by virtue of the provisions of Chapter 303 of the Laws of 1968 or under any laws of the State of New Jersey and the United States, and the Constitution of the United States and of the State of New Jersey. No staff member or teacher shall be discriminated against, coerced, or reprimanded by virtue of their exercise of such rights.

ARTICLE VIII

DURATION OF AGREEMENT

This Agreement shall be effective July 1, 1972 and shall continue in effect until June 30, 1973, unless amended by mutual consent.

ARTICLE IX

ANNUITY PLAN

During the effective period of this Agreement, and upon request of the professional members covered by this Agreement, the "Board" shall cooperate with the "Association" in making appropriate deductions from the salary of the professional personnel such amounts that said member shall request for the purpose of enrolling said members in a tax sheltered annuity plan. It being understood, however, that the same shall be at no cost and expense to the "Board."

IN WITNESS WHEREOF, the parties hereunto have caused this Agreement to be signed by their respective Presidents, attested to by their respective Secretaries and their corporate seals to be

placed hereon, all on the day and year first above written.

BOARD OF EDUCATION OF THE  
BOROUGH OF ALPINE, NEW JERSEY

ATTESTED:

By Carl O. Gedon  
Carl O. Gedon, President

Hazel Munroe, Secretary

ALPINE EDUCATION ASSOCIATION

ATTESTED:

By Manuel Hughes  
Manuel Hughes, Secretary

By James M. Keefe  
James M. Keefe, President



ALPINE PUBLIC SCHOOL - TEACHERS' SALARY SCHEDULE  
SCHOOL YEAR 1972-73

ANNUAL STEPS	INCRE-MENTS	BACHELOR DEGREE	*APPROVED BACHELOR PLUS 8	*APPROVED BACHELOR PLUS 16	*APPROVED BACHELOR PLUS 24	*APPROVED MASTER	*APPROVED MASTER PLUS 8	*APPROVED MASTER PLUS 16	*APPROVED MASTER PLUS 24	*APPROVED MASTER PLUS 32	*APPROVED MASTER PLUS 40	*APPROVED MASTER PLUS 48	ED. D.
1	\$350.	\$8835.00	\$9085.00	\$9335.00	\$9585.00	\$9835.00	\$10085.00	\$10335.00	\$10585.00	\$10835.00	\$11085.00	\$11335.00	\$11585.00
2		9185.00	9435.00	9685.00	9935.00	10185.00	10435.00	10685.00	10935.00	11185.00	11435.00	11685.00	11935.00
3	350.	9535.00	9785.00	10035.00	10285.00	10535.00	10785.00	11035.00	11285.00	11535.00	11785.00	12035.00	12285.00
4	400.	9935.00	10185.00	10435.00	10685.00	10935.00	11185.00	11435.00	11685.00	11935.00	12185.00	12435.00	12685.00
5	400.	10335.00	10585.00	10835.00	11085.00	11335.00	11585.00	11835.00	12085.00	12335.00	12585.00	12835.00	13085.00
6	400.	10735.00	10985.00	11235.00	11485.00	11735.00	11985.00	12235.00	12485.00	12735.00	12985.00	13235.00	13485.00
7	450.	11185.00	11435.00	11685.00	11935.00	12185.00	12435.00	12685.00	12935.00	13185.00	13435.00	13685.00	13935.00
8	450.	11635.00	11885.00	12135.00	12385.00	12635.00	12885.00	13135.00	13385.00	13635.00	13885.00	14135.00	14385.00
9	450.	12085.00	12335.00	12585.00	12835.00	13085.00	13335.00	13585.00	13835.00	14085.00	14335.00	14585.00	14835.00
10	500.	12585.00	12835.00	13085.00	13335.00	13585.00	13835.00	14085.00	14335.00	14585.00	14835.00	15085.00	15335.00
11	500.	13085.00	13335.00	13585.00	13835.00	14085.00	14335.00	14585.00	14835.00	15085.00	15335.00	15585.00	15835.00
12	550.	13635.00	13885.00	14135.00	14385.00	14635.00	14885.00	15135.00	15385.00	15635.00	15885.00	16135.00	16385.00
13	550.												16935.00
14	600.												17535.00
15	675.												18210.00

For persons having a permanent, limited or provisional certificate.

Credit for previous public school teaching experience not to exceed 10 years.

Credit for previous private school teaching experience at discretion of the Board. Total credit for combined previous public and private school teaching experience not to exceed 10 years.

Credit for military service up to 3 years at discretion of Board. Total credit for combined military service and previous teaching experience not to exceed 12 years, made up of 10 years previous teaching experience and 2 years military service.

Annual increments will be granted upon the recommendation of the Principal and approval of the Board of Education.

\*These credits must be reviewed by the principal-in-charge and recommended to the Board of Education for final approval. Credits to be reviewed at the beginning of each term, Sept. 1st and Feb. 1st for application to the salary schedule.