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THIS AGREEMENT made the 1st day of March 1973, BETWEEN the BOARD OF EDUCATION OF THE TOWNSHIP OF FRELINGHUYSEN, a municipal corporation located in the Township of Frelinghuysen, in the County of Warren and State of New Jersey.

AND the FRELINGHUYSEN TEACHERS ASSOCIATION, an unincorporated association located in the Township of Frelinghuysen in the County of Warren and State of New Jersey.

In consideration of the mutual benefits accruing to each of the aforesaid parties by virtue of this agreement, they do respectively agree as follows:

- I. DEFINITION: When used in this agreement the terms herein after set forth, should have the following meanings:
1. "Board" shall mean the Board of Education of the Township of Frelinghuysen.
  2. "Association" shall mean the Frelinghuysen Teachers Association.
  3. "School District" shall mean the corporate limits of the Township of Frelinghuysen and the public schools situate therein.
  4. "Statue" shall mean the statutory law of the State of New Jersey as set forth in the New Jersey Revised Statutes which shall hereinafter be referred to as "N.J.R.S."
  5. "Teacher" shall mean a full time publicly employed teacher who holds all necessary certifications as required by N.J.R.S.
  6. "Part-time teacher" shall mean a publicly employed teacher who holds all necessary certifications as required by N.J.R.S. Title 18 but is employed by the Board for less than five full days per week.
  7. "Principal" shall mean the administrative head of the school district as designated by the Board.
  8. "School year" shall mean the period between July 1st and continuing through the following June 30th.
  9. "Academic year" shall mean the period between the opening day of school in the school district after the general summer vacation and the next succeeding summer vacation and 10 days before and after said period.

10. "Salary Schedule" shall mean a schedule of minimum salaries as hereinafter set forth fixed in accordance with years of employment and college or university degree or the equivalent as defined by N.J.R.S. 18A:29-6

II. REPRESENTATIONS AND PURPOSES: Association is the representative agency designated and selected by a majority of the teachers within the school district. Association represents that it has been so designated and selected by the aforementioned teachers voting in an election conducted pursuant to the provisions of N.J.R.S. 34:13A-5.3 and that it is the exclusive representative for the collective negotiations concerning the terms and conditions of employment of the teachers within said school district. The Board and Association represent that this agreement has been signed by the authorized representatives of the Board and the Association.

III. SCOPE OF AGREEMENT: This agreement shall be binding upon the Board and the Association including all of the Teachers within the school district. This agreement shall be subject to all mandatory requirements of N.J.R.S. Title 18 and subject to other mandatory statutes of the State of New Jersey and any question of policy not defined in the aforementioned statutes or this agreement shall remain within the exclusive province of the Board. This agreement shall take effect upon execution hereof for the school year to commence July 1, 1973 and shall expire June 30, 1974, and shall be automatically extended from year to year unless supplemental or new agreement shall be executed by the Board and Association.

IV. NEGOTIATIONS: The Association or its duly empowered officers shall prepare in written form any proposals or amendments to this agreement for a subsequent school year which proposals shall be presented to the Board prior to November 1st preceeding the commencement of the next school year. Thereafter, negotiations shall be conducted between the Board and Association during the months of November and December with the aim that all negotiations shall be conducted until an agreement is concluded.

V. TEACHER EMPLOYMENT: All teachers employed by the Board shall receive annual remuneration pursuant to the salary schedule hereinafter set forth taking into consideration the individual teacher's years of employment and college or university degree obtained or its equivalent. All part-time teachers employed by the Board shall receive remuneration pursuant to said salary schedule on a prorated basis. As for example, if a teacher is employed two days a week, he or she shall receive two-fifths of the full time salary as hereinafter provided. All teachers with military service shall be given credit for the same after the first year of employment by the Board to maximum of four years as defined by N.J.R.S. 18A, 29-11. Prior experience by a teacher in private or parochial schools may constitute credit toward years of employment on an individual basis in the case of a particular teacher and at the discretion of the Board.

The salary schedule hereinafter set forth shall not apply to any person whose employment is based on an emergency certificate and such persons shall receive remuneration on an individual basis as may from time to time be determined by the Board.

The provisions of this agreement shall not apply to any person employed as a substitute teacher on a day to day basis.

VI. SALARY SCHEDULE: The following schedule is hereby adopted as the minimum salary for teachers having the requisite experience and degree or equivalent, as hereinafter set forth.

	B.S.	B.S.+30	M.S.	M.S.+30
1.	8,200	8,500	8,800	9,100
2.	8,550	8,850	9,150	9,450
3.	8,900	9,200	9,500	9,800
4.	9,250	9,550	9,850	10,150
5.	9,600	9,900	10,200	10,500
6.	9,950	10,250	10,550	10,850
7.	10,300	10,600	10,900	11,200
8.	10,650	10,950	11,250	11,550
9.	11,000	11,300	11,600	11,900
10.	11,350	11,650	11,950	12,250

	B.S.	B.S.+30	M.S.	M.S.+30
11.	11,700	12,000	12,300	12,600
12.	12,050	12,350	12,650	12,950
13.	12,400	12,700	13,000	13,300

NOTES:

- A. + 500 for each 5 years past maximum of teaching
- B. Non degree personnel to be hired at \$1,000 below appropriate step on B.S. Guide
- C. Teachers with an earned Doctorate Degree shall receive \$600 above the salary scale for a M.S.+30

VII. PAYMENT OF SALARY: Teachers' salaries shall be paid over the academic year and on a ten month basis in twenty equal semi-monthly installments, or if chosen by the individual on a 12 month basis in 24 equal semi-monthly installments. Payments shall be by check bearing current date and issued on the 15th and 30th day of each month from September through June. If such date falls on a holiday, weekend or during vacation when the school is not in session, payment shall be by check bearing current date and issued on the last working day prior to said date. The salary of any teacher may be withheld for the failure to perform the required duties of his or her position in accordance with the provisions of N.J.R.S. Title 18.

VIII. LEAVES OF ABSENCE: Each teacher shall be allowed sick leave with pay on the basis of 15 school days for each year. The unused portion of the first 10 days shall be cumulative to be used for additional sick leave as needed in subsequent years. In the event of the death in the immediate family of a teacher, that teacher will be allowed an excused absence with pay as follows: five days for the death of father, mother, brother, sister, wife, husband or child; three days for the death of grandparents, mother-in-law, or father-in-law and one day for the death of any other relative. In addition thereto, each teacher shall be allowed three days for the transaction of personal business that cannot be conducted outside regular school time. The request for such leave shall be made at least one day in advance.

IX. HOSPITALIZATION INSURANCE: The Board will provide and pay 100% premium for all teachers and pay 100% premium for all teachers under full family coverage. (To include the State Plan Blue Cross, Blue Shield, Rider J. Major Medical) The Board shall furnish each teacher with a description of such insurance coverage at the commencement of each academic year. The aforementioned insurance coverage shall be subject to all terms and conditions set forth in the group policy obtained by the Board.

X. GRIEVANCE PROCEDURE: A teacher with a grievance shall first discuss the grievance with the principal and attempt to resolve the matter.

If the aggrieved person is not satisfied with the disposition of his grievance, or if no decision has been rendered within five days, the teacher may submit his grievance to the Board of Education in writing. The Board shall confer with the teacher within seven days and give an answer within another seven days.

If the aggrieved person is not satisfied with the disposition of his grievance at the second level or if no decision has been reached, the aggrieved person may request that the Professional Rights and Responsibilities Committee of the Association submit the grievance to advisory mediation, if, upon review, it finds that the grievance has merit. The Board and the P R & R Committee shall attempt to agree upon a mutually acceptable Mediator and shall obtain from the Mediator a commitment to serve.

The Mediator selected shall confer with representatives of the Board and the P R & R Committee and hold hearings promptly. He shall issue his decision not later than twenty days from the date of the close of hearings or, if oral hearings have been waived, from the date the final statements and proofs on the issues are submitted to him. The decision of the Mediator shall be submitted to the Board and the Association.

The costs for the services of the Mediator shall be borne equally by the Board and the Association.

The aggrieved person shall have the right to representation at all stages of the grievance procedure.

The definition for "grievance" shall be understood to be a real or imagined wrong; reason for being angry or annoyed; cause for complaint.

#### XI. INDIVIDUAL TEACHER CONTRACTS AND LETTERS OF INTENT:

On or before March 15th preceeding the school year, the Board shall submit contracts to all teachers without tenure which it desires to re-employ for the following school year. The Board shall also issue a letter of intent to all teachers under tenure within the school district. Said contracts and letters of intent shall set forth the annual salary to which said teacher is entitled pursuant to the salary schedule herein before set forth and shall also indicate the tentative grade assignment of the teacher for the forthcoming school year. If such contracts are accepted by the individual teachers, they shall execute the same and return a signed copy to the Secretary of the Board within ten days thereafter. If the Board does not receive accepted contracts on or before April 1 preceeding the next school year, it shall be conclusively presumed that the individual teachers do not intend to teach within the school district for the forthcoming school year and the Board shall, thereafter, be at liberty to negotiate for the employemnt of replacement teachers. The final grade assignment for the forthcoming school year shall of necessity, be at the discretion of the principal with the approval of the Board and may be changed

