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14-28

1973-74

THIS BOOK DOES
NOT CIRCULATE

THIS AGREEMENT, entered into this 12 day of April 1973, by and between the BOARD OF EDUCATION OF THE BOROUGH OF NETCONG, NEW JERSEY, hereinafter referred to as the "BOARD", and the NETCONG TEACHER'S ASSOCIATION, INC., hereinafter referred to as the "Association".

WITNESSETH:

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement, with the further understanding that certain fields have yet to be negotiated between the parties and will be the subject matter of further addendas to this agreement,

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for all certificated personnel whether under contract, on leave, on a per diem basis, employed or to be employed by the Board, including:

Classroom teachers, Librarians, Reading teachers, Speech teachers, Home Instruction teachers, but excluding:

Secretaries, Custodians, Bus Drivers, Attendance Officer and Clerk, Guidance Director, Principals, Library aides, Athletic Directors and Coaches. Athletic Directors and Coaches are to be excluded from the personnel for whom the Association is recognized as the exclusive and sole representative for collective negotiation with reluctance on the part of the

Association, and only until such time as the Public Employment Relations Commission rules that such personnel should, in fact, be so represented by the Association, if such a ruling is made by the Commission.

B. Unless otherwise indicated, the term "teachers", when used hereinafter in this agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

ARTICLE II

A. The salaries of all teachers, covered by this Agreement are set forth in the following paragraphs No. 5 and No. 6.

B. 1. Teachers employed on a ten (10) month basis shall have the option of being paid in twenty (20) equal semi-monthly installments.

2. Teachers may individually elect to have ten per cent (10%) of their monthly salary deducted from their pay. These funds shall be paid to the teacher on the final pay in June or in two equal payments on the 15th day of July and August.

3. When pay day falls on or during a school holiday, vacation or weekend, teachers shall receive their pay checks on the last previous working day.

4. Teachers shall receive their final checks on the last working day in June, providing they have fulfilled all of their contractual obligations.

5. Salary Guide for 1973-1974 (Degree Teachers):

	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>
1.	\$ 8,463.00	\$ 8,680.00	\$ 8,896.00	\$ 9,114.00
2.	8,669.00	8,885.00	9,102.00	9,320.00
3.	8,988.00	9,205.00	9,422.00	9,639.00
4.	9,314.00	9,530.00	9,748.00	9,965.00
5.	9,639.00	9,856.00	10,074.00	10,290.00
6.	9,965.00	10,183.00	10,399.00	10,616.00
7.	10,290.00	10,507.00	10,725.00	10,941.00
8.	10,616.00	10,831.00	11,050.00	11,267.00
9.	10,941.00	11,158.00	11,375.00	11,592.00
10.	11,370.00	11,587.00	11,803.00	12,021.00
11.	11,803.00	12,021.00	12,238.00	12,454.00
12.	12,238.00	12,454.00	12,672.00	12,888.00
13.	12,672.00	12,889.00	13,105.00	13,323.00
14.	13,105.00	13,323.00	13,540.00	13,756.00
15.	13,540.00	13,756.00	13,974.00	14,191.00

6. Salary Guide for Non-Degree Teachers and School Nurses:

1.	\$4,400.00	7.	\$5,900.00
2.	4,650.00	8.	6,150.00
3.	4,900.00	9.	6,400.00
4.	5,150.00	10.	6,650.00
5.	5,450.00	11.	6,900.00
6.	5,650.00		

7. Increments may be withheld according to those regulations set forth under Statute 18A:29-14.

8. The Netcong Board of Education will pay \$200.00 to any employee who has 20 years of service to the Netcong School System and an additional \$200.00 will be paid to any employee who has 25 years and \$200.00 to any employee who has 30 years of service. This provision is not retroactive.

9. Tutorial services shall be of a voluntary nature. The rate of pay for such services shall be \$6.00 per hour. Travel allowance is not compensative.

LEAVES OF ABSENCE AND SICK
LEAVE

Teachers shall be entitled to the following temporary leaves of absence, each school year, with full pay:

1. Not exceeding four days in case of the death of a member of the immediate family (parent, brother, sister, husband, wife, own children, or grandparent) or if any relative or close friend who has lived in the home of the teacher for some time immediately preceding death.
2. Absence from school to attend court, having been served with a subpoena.
3. Absence by reason of quarantine by the Board of Health.
4. Attendance at educational meetings with permission of the Superintendent, if, in his opinion, such attendance is desirable and is recommended by the Building Principal.
5. Two days for personal business per year accumulative up to two years with the following stipulations:
 - (1) Single personal days must be requested two days in advance.
 - (2) Four consecutive personal days must be requested one week in advance.