

4-0278

02-57

Agreement

between the

Saddle Brook Board of Education

and the

Saddle Brook Education Association

for the

SCHOOL YEAR 1970-71

THIS BOOK DOES
NOT CIRCULATE

Saddle Brook, New Jersey



AGREEMENT

between the

SADDLE BROOK BOARD OF EDUCATION

and the

SADDLE BROOK EDUCATION ASSOCIATION

for the

School year - 1970-71

Saddle Brook, New Jersey

CONTENTS

Article	Page
- Preamble	3
I - Recognition	4
II - Negotiation of Successor Agreement	5
III - Grievance Procedure	6
IV - Teaching Hours and Teaching Load	7
V - Teacher Employment Agreement	9
VI - Teacher-Administration Liaison Agreement	10
VII - Salary Agreement	11
VIII - Duration of Agreement	12
Schedule A - Teacher and Nurse Salary Guide	11

PREAMBLE

THIS AGREEMENT entered into this 10th day of February, 1970 by and between the Board of Education of Saddle Brook the town of Saddle Brook, New Jersey, hereinafter called the "BOARD", and the Saddle Brook Education Association, hereinafter called the "ASSOCIATION".

W I T N E S S E T H

WHEREAS, the Board and the Association recognize and declare that providing education for the children of the Saddle Brook School District is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service, and

WHEREAS, the Board has an obligation, pursuant to Chapter 303, Public Laws 1968 to negotiate with the Association as the representative of employees hereinafter designated with respect to the terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement, be it

RESOLVED, 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 employment for all certificated personnel, whether under contract, on leave, on a per diem basis, employed or to be employed by the Board, including: all classroom teachers, department chairmen, learning disabilities personnel, psychologist and social worker, guidance personnel, nurses, librarians, and full time supplemental teachers but excluding: Superintendent of Schools, Principals, and Vice-Principals.
- 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

NEGOTIATION OF SUCCESSOR AGREEMENT

- A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 303, Public Laws of 1968 in a good-faith effort to reach agreement of all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin not later than October 15 of the calendar year preceding the calendar year in which this Agreement expires.
- B. The Board shall make available to the Association for inspection all pertinent records, data, and information concerning the Saddle Brook School District.
- C. 1. Representatives of the Board and the Association's negotiating committee shall meet upon request, at a mutually agreed time, for the purpose of reviewing the administration of the Agreement, and to resolve problems that may arise. These meetings are not intended to bypass the grievance procedure.
2. All meetings between the parties shall be regularly scheduled, whenever possible, to take place when the teachers involved are free from their assigned instructional responsibilities, unless otherwise agreed.

ARTICLE III

GRIEVANCE PROCEDURE

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated should be considered as maximum and every effort should be made to expedite the process.
2. In the event a grievance is filed at a time which, if left unresolved for the indicated time periods, could result in irreparable harm to a party in interest, the time limits shall be reduced so that the grievance procedure may be exhausted as soon thereafter as is possible.
3. If, as a result of discussion with the immediate superior, a matter is not resolved to the satisfaction of the aggrieved employee, he shall set forth his complaint in writing to the principal with a copy to the Superintendent. The principal shall communicate his decision to the employee with a copy to the Superintendent in writing within five school days of the receipt of the written complaint.
4. The professional employee may appeal the principal's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing with a copy to his immediate superior and must set forth the grounds upon which the complaint is based. The Superintendent will attempt to resolve the matter as expeditiously as possible, but within a period not to exceed 10 school days. The Superintendent shall communicate his decision in writing, along with supporting reasons, to the professional employee.
5. If the problem is not settled after reaching the Superintendent of Schools, the matter may be referred to the Staff Relations Committee of the association for consideration. The Committee shall make a determination as soon as possible, but within a period not to exceed 10 school days.
6. If the Professional Relations Committee determines that the complaint has or may have merit, it shall recommend that the complaint be heard by the Board.

However, the aggrieved party shall have the option of directly appealing to the Board or, requesting advisory arbitration prior to any such hearing before the Board.

ARTICLE IV

TEACHING HOURS AND TEACHING LOAD

- A. 1. The practice in the high school of teachers indicating their presence for duty by placing initials in the appropriate column of the faculty "sign in" roster shall be uniformly applied.
- B. 1. All teachers shall have a duty-free lunch period.
2. The present lunch period for pupils in the elementary schools is sixty (60) minutes. Teachers shall have a daily duty-free lunch period of at least fifty-five (55) minutes.
3. The present lunch period for pupils in the senior high school is forty-five (45) minutes. Teachers shall have a daily duty-free lunch period of at least forty (40) minutes.
- C. The present policy that teachers may leave the building without requesting permission during their scheduled duty-free lunch periods and during their preparation periods on pay days after notifying the principal shall be uniformly applied.
- D. 1. The practice of using a regular teacher as a substitute thereby depriving him of his preparation period is undesirable and shall be discouraged. In those cases where regular substitutes are not available, regular teachers who volunteer may be used as substitutes during their non-teaching time. In the absence of volunteers a teacher may be assigned to serve as substitute. Volunteers and assigned teachers shall be paid five dollars (5) per hour or major portion of an hour. The above practice shall be uniformly applied.
2. Such coverage shall be arranged by the principal of the school in question and shall be distributed as equitably as possible among the teachers in said school.
- E. 1. The Board and the Association agree that extra-curricular activities are educationally worthwhile.
2. Teacher participation in extra-curricular activities which extend beyond the regularly scheduled in-school day shall be voluntary, and shall be compensated.

ARTICLE IV - (con't.)

- E. 3. Field trips shall be scheduled and implemented in a manner which shall be mutually agreed upon by the teachers participating in them. Written permission for field trips shall be obtained from the superintendent to guarantee insurance coverage as a school sponsored activity.

ARTICLE V

TEACHER EMPLOYMENT

- A. The Board agrees to hire only fully certificated teachers holding standard certificates issued by the New Jersey State Board of Examiners for every teaching assignment.
- B. 1. The maximum credit for armed service experience is four (4) years.
2. A beginning inexperience teacher will be granted a maximum of two (2) years armed service experience the first year of teaching in Saddle Brook. An extra increment will be granted each successive year for each additional year of armed service until the maximum of four (4) years has been reached. The same provisions shall apply to service in the Peace Corps, Vista or National Teacher Corps and, time spent on a Fulbright Scholarship.
- C. Previously accumulated unused leave days shall be restored to all returning teachers.
- D. 1. Non-tenure teachers shall be advised by April 15th of the intention of the Board not to rehire.
2. So far as practicable, a teacher shall be advised of a change in his subject or grade placement before he leaves for his summer vacation.

ARTICLE VI

TEACHER ADMINISTRATION LIAISON

Beginning immediately a Teacher-Administration Liaison Committee shall be established and shall consist of equal representation from the Association and the Administration and/or the Board. This committee will jointly explore and investigate each of the following, but will not be limited to:

Assignment, Reassignment and Transfer of Teachers

Promotions

Teacher Evaluation

Teacher Facilities and Supplies

Professional Development

Curriculum Study

Protection of Teachers, Students and Property

Classroom Discipline

Personal and Academic Freedom

ARTICLE VII

SALARIES

The salaries of all teachers covered by this Agreement are set forth in Schedule "A" which is attached hereto and made a part hereof.

SCHEDULE "A"

<u>Experience</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
0	7450	7750	8150	8550	8950
1	7750)	8050)	8450)	8850)	9250)
2	8050) 300	8350) 300	8750) 300	9150) 300	9550) 300
3	8350)	8650)	9050)	9450)	9850)
4	8650)	8950)	9350)	9750)	10200)
5	9000)	9300)	9700)	10100)	10550)
6	9350) 350	9650) 350	10050) 350	10450) 350	10900) 350
7	9700)	10000)	10400)	10800)	11250)
8	10050)	10350)	10750)	11150)	11650)
9	10450)	10750)	11150)	11550)	12050)
10	10850) 400	11150) 400	11550) 400	11950) 400	12450) 400
11	11250)	11550)	11950)	12350)	12850)
12	11700) 450	12000) 450	12400) 450	12800) 450	13300) 450
13	12150)	12450)	12900) 500	13300) 500	13800) 500
14	----	----	13400)	13800)	14300)
15	----	----	----	----	14800)

\$400 across the board for existing nurses plus increment

ARTICLE VIII

DURATION OF AGREEMENT

- A. Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce nor otherwise detract from any teacher benefit existing prior to its effective date.
- B. In witness whereof the Association has caused this Agreement to be signed by its President and Secretary and the Board has caused this Agreement to be signed by its President, attested by its Secretary and its corporate seal to be placed hereon, all on the day and year below written.

February 10, 1970

SADDLE BROOK EDUCATION ASSOCIATION

BY Jack Impomeni
Its President

BY Bernard J. McGarry
Its Vice President

SADDLE BROOK BOARD OF EDUCATION

BY Anne H. Purnell
Its President

BY Alfred Dellon
Its Vice President

BY Richard G. McManus
Its Acting Board Secretary

BOARD OF EDUCATION

SADDLE BROOK, N.J.

1969-1970

Mr. Cornelius Sears, President

Mrs. Anne Purnell, Vice-President

Mr. Lawrence Biggs

Mr. Michael Brett

Mr. Alfred Dellon

Mr. Charles Garberino

Mr. William Kressen

Mr. Richard Pasterchick

1970-1971

Mr. Lawrence Biggs, President

Mr. Alfred Dellon, Vice-President

Mr. Michael Brett

Mr. Alan Edwards

Mr. Charles Ernest

Mr. Charles Garberino

Mr. William Kressen

Mrs. Anne Purnell

Mr. Raymond Santa Lucia

Mr. Richard G. McManus, Superintendent of Schools

Mr. William C. Frenzel, Secretary-Business Manager

BOARD OF EDUCATION

SADDLE BROOK, N.J.

1969-1970 Interim Board

Mrs. Anne Purnell, President

Mr. Alfred Dellon, Vice-President

Mr. Lawrence Biggs

Mr. Michael Brett

Mr. Charles Garberino

Mr. William Kressen

Mr. Richard Pasterchick

Mr. Cornelius Sears