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1972-1973

THIS BOOK DOES
NOT CIRCULATE

AGREEMENT

This Agreement entered into this *5th* day of *June* 1972, by and between the Board of Education of the Borough of Norwood, County of Bergen, hereinafter called the "Board" and the Norwood Teachers' Association, Norwood, Bergen County, New Jersey, hereinafter called the "Association".

WITNESSETH:

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 representative for collective negotiation for all employees of the Board who have been certified by the Association as members thereof in good standing, and certified by the State Board of Education, to teach in the following Unit, including those with tenure, on probation, and on interim but not per dies appointments:

- Teachers
- Nurses

ARTICLE II - SALARIES AND ADDITIONAL COMPENSATION

- a. The salaries of all employees covered by this Agreement, with the exception of the School Nurse, are set forth in Schedule A, which is attached hereto and made a part hereof.
- b. The salary of the School Nurse is as set forth in Schedule B which is attached hereto and made part hereof.
- c. All teachers who are contracted by resolution of the Norwood Board of Education to participate in certain after school activities, as hereinafter described, shall receive an annual additional compensation, in addition to the teacher's regular salary for services as a teacher, in

accordance with the following schedule:

<u>Activity</u>	<u>Annual Additional Compensation</u>
Cheerleading	\$250.00
Intramurals	\$350.00
Interscholastic (Per Sport)	\$250.00

Either the teacher or the Board may discontinue said contracted assignments to the after-school activities as aforesaid, with said discontinuance becoming effective as of the beginning of the ensuing school year, and with said annual additional compensation allowance becoming inoperative as of the date of said discontinuance.

ARTICLE III - TEACHER AIDES

a. Teachers shall, except as otherwise hereinafter provided, have a duty-free lunch period as long as the students' lunch period. The teachers shall be relieved of direct supervision of the lunchroom and playground during his/her lunch period. The Board shall engage teacher aides for direct supervision of the lunchroom and playgrounds during the lunch period, but the teachers shall be available for assistance and consultation with the teacher aides in the event any question, matter or problem arises during their lunch period. The assignment and scheduling of the teachers for this duty shall be determined by the Administrative Principal. In the event that such teacher aides are unavailable or absent, the teachers shall perform such duties as assigned and directed by the Administrative Principal without any additional compensation for such work. The Association agrees to include the Aides in an orientation program at the beginning of the school

year, and to meet with the Aides from time to time during the school year to render advice and discuss matters concerning the lunchroom and playground supervision by the Aides.

b. The customary and usual regular work in connection with the teachers' duties, such as but not limited to, dittoing of instructional materials, typing of instructional materials, maintaining permanent records, inventory, collecting of money, shall be and continue to remain the sole and absolute obligation and duty of the teachers, but the Board agrees, in an effort to aid the teachers in the performance of their regular duties, to employ a clerical aide for three half-days per week, for clerical work for the entire instructional staff. The clerical aide shall be responsible to the Administrative Principal who shall determine the duties, activity, work and assignment of the clerical aide.

ARTICLE IV - INSURANCE PROTECTION

a. The Board will pay the full premium for each employee under the New Jersey State Health Benefit Plan for the following:

Blue Cross - Blue Shield
Rider J
Major Medical

b. The Board will, upon written request of the employee, also pay the full premium for the employee's immediate family for the above-mentioned insurance protection, provided that the Board's insurance carrier and the employee's insurance carrier are not the same company.

in which event the premium for the employee's family will not be paid by the Board. The employee shall furnish the Board an affidavit to this effect with his or her request for coverage.

c. Teachers are responsible for providing the Board's Secretary with required forms and data within the ten working days of their effective starting date of employment.

ARTICLE V - NEGOTIATION OF SUCCESSOR AGREEMENT

a. Collective negotiations shall be entered into by the parties hereto in good faith and in accordance with Chapter 303, Public Laws of 1968, and the supplements and the minutes thereto. The Board will receive a complete proposal from the Association no later than October 16, 1972. Collective negotiations shall begin no later than November 15, 1972.

b. The contract shall be in writing and duly signed and executed by the Board and the Teachers' Association.

c. This agreement shall not be modified in whole or in part by the parties hereto except by an instrument in writing duly executed by both parties.

ARTICLE VI - GRIEVANCE PROCEDURE

The grievance procedure shall be as set forth in Schedule C, which is attached hereto and made part hereof.

ARTICLE VII - SICK LEAVE

a. The teachers shall be entitled to eleven (11) sick leave days each school year. Unused sick leave days shall be accumulated from year to year with no maximum limit.

b. A master list of accumulated sick leave of all employees covered by this contract shall be forwarded by the Board Secretary to the Association by

- (b) Teacher evaluation procedures
- (c) Teacher employment procedures
- (d) Teacher assignment procedures
- (e) Teacher transfer procedures, and
- (f) Personal and academic freedom

2. MEMBERSHIP

The Educational Council shall consist of, but not be limited to, its present structure.

3. MEETINGS

The Council shall meet as often as necessary to complete the work assigned to it, but no less than twice each month.

B. REPORTS AND ACTION

1. BOARD AND ASSOCIATION REPORTS

The recommendations on the six (6) areas listed in Section A-1 of this article shall be forwarded, in written form, to the Association and the Board of Education no later than December 1, 1972.

2. BOARD ACTION

The Board of Education shall respond to the Association and the Council, in written form, no later than January 15, 1973, regarding Board action on said recommendations.

ARTICLE X - GENERAL PROVISIONS

a. This Agreement is subject to the laws of the State of New Jersey and the decisions, rules and regulations of the State Board of Education and the decisions of the State Education Commission.

b. There shall be no reprisals of any kind taken against any employee by reason of his or her membership in the Association.

c. The Association agrees to take no action that will demean the process or will be contrary to the laws of the State of New Jersey pertaining to strikes, work stoppage or sanctions, or to take any other collective action to disable or impede the Board in the discharge of its statutory duties, and agrees that such action would constitute a material breach of this Agreement.

d. All Board policies affecting terms and conditions of employment which are being instituted or rewritten must be submitted to the Norwood Teachers' Association for their review and comment. The Board will forward by registered mail the dated first draft of the recommended policy for adoption to the President and the Secretary of the N. T. A. at the addresses submitted to the Board Secretary. The Board will assume that the N.T.A. is in complete agreement with the draft if the Board receives no written comments on the proposed revised policy within two weeks after the first public reading.

ARTICLE XI - DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1972, and shall continue in effect until June 30, 1973.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

THE NORWOOD BOARD OF EDUCATION
IN THE COUNTY OF BERKIN

Attest:

By

Eugene S. Dever
President

Mary Mitchell

Secretary

THE NORWOOD TEACHERS ASSOCIATION

Attest:

By

Carl J. Dwyer
President

Virginia C. Birtell
Secretary

SCHEDULE B

School Nurse

The salary of the presently employed school nurse, Emily Kreppain, for the school year 1972-73 shall be \$10,200.00 with a ten month contract.

The school nurse shall be entitled to all the same benefits received by the teachers as set forth in the attached Agreement with the exception of the benefits of the salary guide as set forth in Schedule A.

NORWOOD BOARD OF EDUCATION

Credited Years of experience	BA	BA+16	MA	MA+16	MA+32 (6 years)
1	8,250	8,750	9,250	9,750	10,250
2	8,978	9,603	10,133	10,658	11,183
3	9,293	9,818	10,553	11,078	11,603
4	9,608	10,133	10,973	11,498	12,023
5	9,923	10,448	11,393	11,918	12,443
6	10,238	10,763	11,813	12,338	12,963
7	10,553	11,078	12,233	12,758	13,283
8	10,973	11,498	12,758	13,283	13,808
9	11,393	11,918	13,283	13,808	14,333
10	11,813	12,338	13,808	14,333	14,858
11	12,233	12,758	14,333	14,858	15,383
12	12,758	13,283	14,953	15,488	16,013
13	13,283	13,808	15,593	16,118	16,643
14		14,333	16,223	16,748	17,273

Adopted June 6, 1972