

4-0200 02-24

AGREEMENT

Between the

Harrington Park Board of Education

BOARD OF EDUCATION OF HARRINGTON PARK

and the

HARRINGTON PARK EDUCATION ASSOCIATION

For 1980/81

THE (COUNTY OF BERGEN,) NEW JERSEY

X July 1, 1980 - June 30, 1981

**B. Time of Payment**

When a payday falls on or during a school holiday or vacation, teachers shall receive their paychecks on the last previous working day.

**C. Summer Payment Plan Option**

The teaching staff participating in the Summer Payment Plan shall be paid on a 10 month 21 payment plan during the 1980/81 school year. If less than 14 members of the faculty choose to participate in the plan, during a school year, it will become inoperable for that school year. It will become operable, if in June for the coming school year, 14 or more teachers choose to participate.

## ARTICLE V

**A. Insurance Protection**

The Board shall provide for certificated personnel covered by this Agreement 100% single coverage and 100% family coverage under the New Jersey Public and School Employee Health Benefits Plan, which shall include Blue Cross, Blue Shield, Rider J and Major Medical Insurance protection. The carrier shall not be changed without mutual consent.

Personnel shall not avail themselves of any double coverage.

**B. Tuition Aid**

The Board of Education agrees to reimburse members of the teaching staff for accredited college courses as determined in advance by the Board and Superintendent/Principal to be relevant to professional development in Grades K-8.

The Board of Education shall provide funds at the rate of \$225 per year, per staff member.

Upon completion of each course and as a condition of reimbursement, the teacher shall supply the Board of Education with proof of the course taken and proof of a passing grade. Upon receipt of this the teacher shall receive a reimbursement of up to \$225. These funds are non-cumulative.

**C. Dental Insurance**

The Board shall provide for certificated personnel covered by this agreement \$160 per teacher for dental insurance under a plan chosen by the Harrington Park Education Association. The \$160 per teacher per year shall not be increased for a period of four school years commencing with the school year 1980/81 at which time this agreement takes effect. The Harrington Park Education Association agrees to administrate the plan for all personnel covered under the policy, and keep a proper accounting of transactions with the carrier. The Board of Education will provide a system of payment to the carrier of the \$160 per teacher on a monthly basis. The Harrington Park Education Association will collect and turn over to the Secretary of the Board any amount of premium which shall exceed the Board's contribution of \$160 per teacher.

BOARD RIGHTSA. Statement

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains and reserves unto itself, without limitations except as specifically granted in this Agreement and under the provisions of Chapter 123, Public Laws 1974, all the powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey and of the United States, by the decision of the Federal and New Jersey State Courts, the Commissioner of Education and the New Jersey State Board of Education.

A1. Statement

The Board of Education's right to make such reasonable rules and regulations as it may from time to time deem best for the purposes of maintaining order, safety, a high level of education and an effective operation of the school system, after advance notice thereof to the employees to require compliance by the employees is recognized except as this agreement shall otherwise provide.

B. Willingness to Discuss

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

C. Fully Bargain Clause

This agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations.

During the terms of this agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this agreement.

This clause shall not preclude the introduction of any new items in subsequent contract negotiations.

ARTICLE VIII  
TEACHER WORK YEAR

9.

In-School Work Year

A. Ten (10) Month Personnel

The in-school work year for teachers employed on a ten (10) month basis (other than new personnel who may be required to attend an additional two (2) days of orientation) shall not exceed five days beyond the student calendar.

ARTICLE IX

TEACHING HOURS AND TEACHING LOAD

A. Teacher Day

1. Teachers shall indicate their presence for duty by placing a check in the appropriate column of the faculty "sign-in" roster.
2. Teachers shall be required to report for duty at least ten (10) minutes before the opening of the pupil's school day, and may not leave earlier than ten (10) minutes after close of pupil's school day when no authorized meetings or workshops are scheduled. In a case of necessity and upon application to the Superintendent/Principal whose approval shall not be unreasonably withheld, the teacher may leave at the end of the pupil school day.

B. Work Day Prior to Christmas and Last Day of School

The work day immediately preceeding the closing of school for the Christmas vacation shall end at 12:30 P. M. No lunch period will be held on that day. The work day scheduled as the last day of school for teachers and pupils will end at 12:30 and no lunch period will be held.

ARTICLE XVII

DURATION OF AGREEMENT

This Agreement shall be effective July 1, 1980 and shall continue in effect until June 30, 1981, unless amended by mutual consent.

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.

ATTEST:

Harrington Park Education Association

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
President

ATTEST:

Board of Education of Harrington Park

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
President

HARRINGTON PARK, NEW JERSEY  
SALARY GUIDE  
1980/81

Base	\$12,050.00															
Step	BS	BS + 15	BS + 30	MA	MA + 15	MA + 30										
1	1.00	12,050.00	1.03	12,411.50	1.06	12,773.00	1.10	13,255.00	1.14	13,737.00	1.18	14,219.00				
2	1.045	12,592.25	1.075	12,953.75	1.105	13,315.25	1.15	13,857.50	1.19	14,339.50	1.23	14,821.50				
3	1.09	13,134.50	1.12	13,496.00	1.155	13,917.75	1.20	14,460.00	1.24	14,942.00	1.285	15,484.25				
4	1.14	13,737.00	1.17	14,098.50	1.205	14,520.25	1.25	15,062.50	1.295	15,604.75	1.34	16,147.00				
5	1.19	14,339.50	1.22	14,701.00	1.26	15,183.00	1.305	15,725.25	1.35	16,267.50	1.40	16,870.00				
6	1.24	14,942.00	1.275	15,363.75	1.315	15,845.75	1.36	16,388.00	1.41	16,990.50	1.46	17,593.00				
7	1.295	15,604.75	1.33	16,026.50	1.37	16,508.50	1.42	17,111.00	1.47	17,713.50	1.525	18,376.25				
8	1.35	16,267.50	1.39	16,749.50	1.43	17,231.50	1.48	17,834.00	1.535	18,496.75	1.59	19,159.50				
9	1.41	16,990.50	1.45	17,472.50	1.495	18,014.75	1.545	18,617.25	1.60	19,280.00	1.66	20,003.00				
10	1.47	17,713.50	1.515	18,255.75	1.56	18,798.00	1.61	19,400.50	1.67	20,123.50	1.735	20,906.75				
11	1.535	18,496.75	1.58	19,039.00	1.625	19,581.25	1.68	20,244.00	1.745	21,027.25	1.81	21,810.50				
12	1.60	19,280.00	1.65	19,882.50	1.695	20,424.75	1.755	21,147.75	1.82	21,931.00	1.89	22,774.50				
13	1.67	20,123.50	1.72	20,726.00	1.77	21,328.50	1.83	22,051.50	1.90	22,895.00	1.97	23,738.50				
14							1.91	23,015.50	1.985	23,919.25	2.06	24,823.00				

The Board of Education reserves to itself the right to award or withhold increment. A \$200.00 longevity increment will be given to all teachers who have achieved tenure as of September 1, 1980. The following longevity increment will be given to all teachers who have completed the specified years of consecutive service in the Harrington Park School as of September 1, 1980.

Years of Service	Amount	Years of Service	Amount
After 3 years	\$200.00	After 20 years	\$200.00 (Total \$600.00)
After 15 years	\$200.00 (Total \$400.00)	After 25 years	\$200.00 (Total \$800.00)