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THIS BOOK DOES
NOT CIRCULATE

AGREEMENT

between the

EVESHAM TOWNSHIP EDUCATION ASSOCIATION

and the

BOARD OF EDUCATION OF EVESHAM TOWNSHIP

RECOGNITION AGREEMENT

The Evesham Township Board of Education hereby recognizes the Evesham Township Education Association as the representative for professional negotiations concerning terms and conditions of employment for all certified personnel in the Evesham Township Public Schools within the scope of Chapter 303, P.L. 1968 (S.746), known as the New Jersey Employer-Employee Relations Act, and as modified and interpreted by the Public Employers Relations Commission through its Rules and Regulations.

This recognition agreement between the Evesham Township Board of Education and the Evesham Township Education Association will include teachers, speech therapists, librarians, guidance counselors, school psychologist, learning disabilities teacher-consultant, social worker.

NEGOTIATION PROCEDURE

The Evesham Township Education Association (hereinafter referred to as the Association) and the Evesham Township Board of Education (hereinafter referred to as the Board) hereby agree that the procedures listed below will be adhered to during all negotiations between the Association and the Board covering the school year 1971-72.

- A. Negotiations shall begin not later than October 15 of the Calendar year preceding the calendar year in which this agreement expires. Any agreement that is negotiated shall apply to all personnel as covered in the Recognition Agreement, be reduced to writing, and be presented to the Association and the Board for adoption.
- B. Neither party in any negotiation shall have any control over the selection of the negotiating representatives of the other party.
 1. It is mutually agreed that there will be no more than four (4) representatives from the Association and four (4) representatives from the Board on the negotiating team.
 2. Either party may bring in legal and/or professional advisors, having given forty-eight (48) hours notice.
 3. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter-proposals on the course of negotiations.

C. Negotiations

1. All public financial records shall be available to the Association for inspection no later than December 15 of each year.
2. The parties shall meet at least once every two weeks until the negotiation agreement is reached, unless other arrangements have been mutually agreed upon.
3. Negotiation sessions are not to last more than three (3) hours unless mutually agreed upon.
4. The association and the Board agree that any attempt to coerce, to dominate, to censor, or to penalize any participant in the negotiations shall be recognized as a breach of good faith.

TUITION AID

The Board of Education will grant aid for tuition to all qualified personnel under the following procedure:

1. APPLICATION

(a) Initial application will be made to the Superintendent of Schools. If he finds that the criteria set forth below has been met, the matter will be taken before the Board of Education for its approval.

(b) In the event that the Superintendent is not of the opinion that the necessary criteria has been met, he will call a meeting of the tuition aid committee which will consist of the Superintendent, a member of the Board of Education, and a representative of the Evesham Township Education Association. If this committee agrees that the necessary criteria has been met, a suitable recommendation will be made to the Board of Education.

(c) An individual who is not satisfied with the decision of the tuition aid committee has the right to request a private hearing with the entire Board so that the teacher may state his case.

2. PAYMENT

Upon approval by the Board, the teacher shall be reimbursed 75% of tuition costs incident to said course (s) up to a maximum amount of \$350.00 in any one school year.

3. TIMES

(a) An application for tuition aid shall be made at least thirty days prior to matriculation with a proposed course.

(b) Reimbursement will be made during the month of September after appropriate evidence is given that the course has been satisfactorily completed (the equivalent of "C" or better).

4. CRITERIA

The following guidelines will be considered with reference to application for tuition aid:

- (a) Courses taken while matriculated in a regular graduate program.
- (b) Course taken at the graduate level in the field of education.
- (c) Courses taken at the graduate level which are in the same educational field as the instructor is teaching, e.g., history courses for history teachers.
- (d) Courses taken at the undergraduate level which are in a specialized area, e.g., modern math courses for math teachers.
- (e) In no instance will aid be granted for courses in administration whether at the graduate or undergraduate level.

SALARY GUIDE - TEACHERS (1971-72)

<u>Steps</u>	<u>BA Non- Tenure</u>	<u>Tenure</u>	<u>BA+30 Non- Tenure</u>	<u>Tenure</u>	<u>MA Non- Tenure</u>	<u>Tenure</u>	<u>MA+30 Non- Tenure</u>	<u>Tenure</u>
1	\$ 7500		\$ 7900		\$ 8500		\$ 8900	
2	7800		8200		8800		9200	
3	8100		8500		9100		9500	
4	8500	\$ 8700	8900	\$ 9100	9500	\$ 9700	9900	\$10,100
5	8800	9100	9200	9500	9800	10,100	10,200	10,500
6	9100	9500	9500	9900	10,100	10,500	10,500	10,900
7	9400	9900	9800	10,300	10,400	10,900	10,800	11,300
8	9700	10,300	10,100	10,700	10,700	11,300	11,100	11,700
9	10,000	10,700	10,400	11,100	11,000	11,700	11,400	12,100
10	10,300	11,100	10,700	11,500	11,300	12,100	11,700	12,500
11		11,500		11,900		12,500		12,900
12		12,000		12,400		13,000		13,400

MISCELLANEOUS PROVISIONS

- A. The Board will provide, at no cost to the teacher, a family hospital plan and major medical coverage. The Board reserves the right to select the company and medical plan. (The Board and Association agree to minimize duplication of any medical coverage by spouse.)
- B. The Board will pay 50% of the premium of an income insurance protection plan up to a maximum of \$65.00. Teachers may select any plan with either of two companies which shall be so designated by the Association and approved by the Board.
- C. The following two employees shall have their 1971-72 salaries computed as follows:
- Guidance Counselor - Teachers Guide plus \$800.00
 - Learning Disabilities Teacher - Teachers Guide plus \$600.00
- D. The Board will pay ten dollars (\$10.00) per unused sick day to teachers leaving the district.
- E. A maximum of four (4) days in any one year will be allowed for personal business. Three days of such absence shall be allowed with full pay, the cost of substitute pay shall be deducted for the remaining day.

GRIEVANCE PROCEDURE

Any individual or group of individuals of the professional staff desiring to appeal the application of policies and administrative decisions affecting them shall use the following procedure:

1. To the immediate principal or supervisor:
 - a. The request for a meeting does not have to be made in writing.
 - b. The member (s) may be represented at this meeting with a person of his choosing.
 - c. If the grievance is not successfully resolved at the hearing the member (s) must wait at least two school days before proceeding with his complaint to the superintendent of schools.
2. To meet with the superintendent
 - a. The member (s) must forward a written statement to the superintendent outlining the details of the grievance and requesting a meeting.
 - b. The principal or supervisor involved must forward a written report to the superintendent of his meeting with the member (s).
 - c. If the member (s) wishes to have representation present at this meeting the name of the individual (s) and/or his organization must be presented in writing to the superintendent. Representation shall be limited to no more than three (3) persons.
 - d. The superintendent shall meet with the member (s) within 5 school days after the request is received.
3. Request for Board-Staff Meeting:
 - a. If the grievance is not satisfactorily resolved the request for a Board-Staff meeting may be made through -

- (1) the superintendent, or
 - (2) a member of the Board of Education belonging to Board-Staff, or
 - (3) a member of the faculty belonging to Board-Staff.
- b. The Board-Staff meeting shall be called at the earliest possible date, but not later than 10 school days after the request is made.
- c. If the member (s) wishes to have representation present at this meeting the name of the individual (s) and/or his organization must be presented in writing to the Board-Staff. Representation shall be limited to no more than three (3) persons.
4. Request for meeting with the Board of Education:
- a. If the grievance is not satisfactorily resolved at the Board-Staff level the member (s) may request a meeting with the Board of Education.
 - b. Either the board chairman of Board-Staff or the member (s) presenting the grievance, may veto a public meeting.
 - c. The board will meet with the member (s) at the earliest possible date, not to exceed 10 school days for a private hearing, or at the next public meeting of the board.
 - d. If the member (s) wishes to have representation present at this meeting the name of the individual (s) and/or his organization must be presented in writing to the board. Representation shall be limited to no more than three persons.
5. Public Employees Relations Commission:
- a. Date of meeting at the discretion of PERC.

DURATION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 1971 and shall continue in effect until June 30, 1972.

- 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.

Evesham Township Education Association

Evesham Township Board of Education

By _____
President

By _____
President

By _____
Secretary

By _____
Secretary