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THIS BOOK
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A G R E E M E N T 1971-72

BETWEEN:

BOARD OF EDUCATION OF
HARRINGTON PARK

AND:

HARRINGTON PARK EDUCATION
ASSOCIATION

December 23, 1971

DATED:

A G R E E M E N T

THIS AGREEMENT entered into this 23 day of December 1971, by and between the BOARD OF EDUCATION OF HARRINGTON PARK, Bergen County, New Jersey, (hereinafter called the "BOARD") and the HARRINGTON PARK EDUCATION ASSOCIATION, (hereinafter called the "ASSOCIATION").

WITNESSETH:

WHEREAS, The parties have reached certain understandings which they desire to confirm in this Agreement.

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

ARTICLE I

RECOGNITION

The BOARD recognizes the ASSOCIATION as the exclusive representative for collective negotiations concerning the terms and conditions of employment of all regularly employed certificated personnel exercising non-supervisory positions.

ARTICLE II

NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 303, Public Laws 1968 in good faith on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin not later than October 1 of the calendar year preceding the calendar year in which this Agreement expires.

B. During negotiation, the Board and the Association shall present relevant data, exchange points of view and make proposals and counterproposals. The Board shall make available to the Association for inspection all pertinent public records, public data and public information of the Harrington Park School District. Not later than December 31 of each year, the Board shall provide the Association with a tentative line budget for the next fiscal year as well as preliminary budgetary proposals, requirements and allocations,

to the extent that the budget has been prepared.

C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall have the authority to make proposals, consider proposals, and make counterproposals in the course of negotiations. Neither party shall have more than five representatives at any bargaining sessions.

D. 1. Representatives of the Board and the Association's negotiating committee shall hold regularly scheduled meetings during the school year until agreement is reached.

2. Each party shall submit to the other, at least three (3) days prior to the meeting, an agenda covering matters they wish to discuss.

ARTICLE III

GRIEVANCE PROCEDURE

The parties shall be governed by the grievance procedure adopted by the Board on June 1, 1966, which is attached hereto and made a part hereof.

ARTICLE IV

SALARIES

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

ARTICLE V

INSURANCE PROTECTION

The Board shall provide for personnel covered by this Agreement single 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.

ARTICLE VI

BOARD RIGHTS

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains and reserves unto itself, without limitations 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 Courts of the United States and of the State of New Jersey, the Commissioner of Education and the State Board of Education of the State of New Jersey and by the Rules and Regulations of the State Board of Education of the State of New Jersey.

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.

ARTICLE VII

TEACHERS' RIGHTS

Teachers shall enjoy all rights granted under and by virtue of the provisions of Chapter 303 of the Laws of 1968 or under any other laws of the State of New Jersey, the United States, and the Constitution of the United States and of the State of New Jersey. They shall not be discriminated against, coerced, or reprimanded, by virtue of their exercise of such rights.

ARTICLE VIII

DURATION OF AGREEMENT

This Agreement shall be effective July 1, 1971 and shall continue in effect until June 30, 1972, 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:

Cathleen Brady
Secretary

HARRINGTON PARK EDUCATION
ASSOCIATION

Richard T. Guggen
President

ATTEST:

W. Simmons
Secretary

BOARD OF EDUCATION OF HARRINGTON
PARK

Alan N. Richter
President