

CONTRACT

BETWEEN

Bass River Township Board
THE BOARD OF EDUCATION of Education

OF BASS RIVER IN THE COUNTY OF

(BURLINGTON)

AND

THE BASS RIVER TOWNSHIP EDUCATION ASSOCIATION

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Labor Relations

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PREAMBLE

THIS AGREEMENT entered into this 18th day of September, 1980 by and between THE BOARD OF EDUCATION OF THE TOWNSHIP OF BASS RIVER, New Gretna, New Jersey, hereinafter called the "Board", and THE BASS RIVER TOWNSHIP 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 a quality education for the students aim and that the character of such education depends predominantly upon the quality of teaching and functional utility of facilities the availability of materials, the release of imagination in planning, the application of democratic processes in administration and the maintenance of high morale among the teaching faculty, and

WHEREAS, the members of the teaching profession are particularly qualified to advise the formulation of policies and programs designed to improve educational standards, and

WHEREAS, the Board has an obligation, pursuant to Chapter 303, Public Law 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:

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ARTICLE I

RECOGNITION

A. Unit

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for all full time teaching personnel whether under contract or on leave, not to include substitutes or Child Study Team.

B. Definition of Teacher

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. Deadline Date

The parties agree to enter into collective negotiation over a successor Agreement in accordance with Chapter 303, Public Laws 1968 in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin with the filing by the Association its proposal for consideration by the Board. Any Agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.

B. Modification

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

ARTICLE III

GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

The term "Grievance" means a complaint by any employee as defined in Article I that as to him there has been an inequitable, improper or unjust application, interpretation or violation of a policy, agreement, or administrative decision affecting said employee, or that said policy, agreement or administrative decision itself is inequitable, improper or unjust. An aggrieved employee shall institute action hereunder within thirty (30) calendar days of the occurrence complained of or within thirty (30) calendar days after he should reasonably be expected to know of its occurrence, provided that if the occurrence is part of a recurring series of events, occurrences more than thirty (30) days previous may be considered for the purpose of determining the validity of the complaint.

2. Aggrieved Person

An "aggrieved person" is the person or persons or the Association making the claim.

3. Party In Interest

A "party in interest" is the person or persons making the claim and any person, including the Association or the Board, who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solution to the problems which may from time to time arise affecting teachers. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Time Limits

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. Year End Grievance

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

3. Level One - Principal Or Immediate Superior

A teacher with a grievance shall first discuss it with his principal or immediate superior, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

4. Level Two - Submit Grievance In Writing

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, he shall within five days submit his grievance in writing to the principal or immediate superior.

5. Level Three - Presented To The Board Of Education

Within ten (10) school days, but not sooner than five (5) school days, after such written notice to the principal or immediate superior if satisfaction of the aggrieved person has not been attained, he shall submit his grievance in writing to the Board of Education.

6. Level Four

The Board of Education and the aggrieved person shall attempt to agree upon a mutually acceptable solution at this level.

7. Level Five

- a. If the Board of Education and the aggrieved person can not reach a mutually acceptable solution within 20 school days the aggrieved person may submit to the Commissioner of Education if he will accept jurisdiction, but if he declines jurisdiction, the aggrieved person may invoke advisory arbitration.
- b. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
- c. The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his decision not later than ten (10) days from the date of the close of the hearings, or if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be advisory in nature.

- d. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

D. Rights of Teachers to Representation

1. Teacher and Association

Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, by a representative selected or approved by the Association. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

2. Reprisals

No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

E. Miscellaneous

1. Group Grievance

If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the principal directly and the processing of such grievance shall be commenced at Level Two. The Association may continue such a grievance from Level Three of the grievance procedure even though the aggrieved person does not wish to do so.

2. Written Decisions

All the decisions rendered at Level Two, Three and Four of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Association. Decisions rendered at Level Five shall be in accordance with the procedures set forth in Section 3.

3. Meetings and hearings

All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article.

ARTICLE IV

TEACHERS RIGHTS

A. Rights and Protection in Representation

Pursuant to Chapter 303, Public Laws 1968, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other (concerted activities) for mutual aid and protection. As a duly selected body exercising governmental power under the laws of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Chapter 303, Public Laws 1968 or other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by his participation in any activities of the Association, and its affiliates, collective negotiations with the Board, or his institution of any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. Statutory Savings Clause

Nothing contained herein shall be construed to deny or restrict to any teacher such rights as he may have under New Jersey School laws or other applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

C. Just Cause Provision

No teacher shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage, or given an adverse evaluation of his professional services without cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure set forth herein. Nothing in this provision shall be construed to prevent the termination of a contract on the basis of 60 days notice where such is applicable.

D. Required Meetings or Hearings

Whenever any teacher is required to appear before the administrative principal, Board, or any committee, member, representative, or agent thereof concerning any matter which could adversely affect the continuation of that teacher in his office, position or employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview. Any suspension of a teacher shall be with pay unless or until formal charges are made.

E. Evaluation Of Students

The teacher shall maintain the right and responsibility to determine grades and other evaluations of students within the grading policies of the Bass River Township School District based upon his professional judgment of available criteria pertinent to any given subject area or activity to which he is responsible. No grade or evaluation shall be changed without approval of the teacher and principal, jointly, provided that in the absence of such agreement, decision shall be by the Board after conference with the parents.

F. Criticism Of Teachers

Any question or criticism by a supervisor, administrator, or board member of a teacher and his instructional methodology shall in the first instance in each case be made in confidence and not in the presence of students, parents, or other public gatherings.

G. Association Identification

No teacher shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. Information

The Board agrees to furnish to the Association in response to reasonable requests from time to time all available public information concerning the educational program and the financial resources of the district, including but not limited to class size, number of specialists, annual financial reports and audits, register of certificated personnel, tentative budgetary requirements and allocations, agendas and minutes of all Board meetings, census data, individual and group teacher health insurance premiums and experience figures, names and addresses of all teachers, and such other information that shall assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students together with information which may be necessary for the Association to process any grievance or complaint, but not to require special compilation or work product.

B. Use Of School Buildings

The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings, subject to the approval of the building principal as to time and place. The principal shall be notified sufficiently in advance of such meeting so that modification of requests will not result in hardship. It is understood that this right shall not preempt scheduled activities.

C. Use Of School Equipment

The Association shall have the right to use school facilities and equipment, including typewriter, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the cost of all materials and supplies incident to such use, and for any repairs necessitated as a result thereof.

D. Bulletin Boards

The Association shall have, in each school building, the use of a bulletin board. The Association shall also be assigned adequate space on the bulletin board in the central office for Association notices. Copies of all materials to be posted on such bulletin boards shall be given to the building principal, but no approval shall be required.

E. Mail Facilities And Mail Boxes

The Association shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary and without the approval of building principal or other members of the Administration.

ARTICLE VI

TEACHER WORK YEAR

A. In-School Work Year

1. Definition Of In-School Work Year

The in-school work year shall include days when pupils are in attendance, orientation days, and any other days on which teacher attendance is required.

2. Inclement Weather

Teacher attendance shall not be required whenever student attendance is not required due to inclement weather.

ARTICLE VII

TEACHING HOURS AND TEACHING LOAD

A. Teacher Day

1. Length Of The Day

The total in-school workday shall consist of not more than seven (7) hours which shall include a duty-free lunch period as guaranteed to teachers under Section C.

2. Arrival and Dismissal Time

Teachers shall be required to spend no more than one hour exceeding the student school day, with the exception of days when faculty or other school meetings are scheduled. Except in a case of emergency, 24 hours advance notice shall be given. Division of said hour shall be at the discretion of the principal.

B. Teaching Load

1. Elementary School

The daily teaching load in the elementary school shall not exceed five and one-half (5½) hours of pupil contact.

C. Lunch Periods

1. Time

Teachers shall have a daily duty-free lunch period of thirty (30) minutes, subject to rotating supervision of cafeteria and playground aide.

2. Leaving the Building

Teachers may leave the building without requesting permission during their scheduled duty-free lunch periods, but shall inform principal of departure and return.

D. Teacher's Aides

The Board and Association acknowledge that a teacher's primary responsibility is to teach and that his energies should to the extent possible, be utilized to this end. They, therefore, agree as follows:

a. The Board agrees to employ an aide for pupil supervision and the receipt of money at the lunchroom, under the overall supervision of a teacher, who shall be present in the building during a rotated duty period, but shall not be required to be present in the lunchroom except when called upon by the aide or principal. In the absence of an aide for supervision of a lunchroom or playground, a teacher's presence may be required.

b. The Board agrees to employ an aide for pupil supervision on the playground during the lunch period, under the overall supervision of a teacher, who shall be present on the school premises during a rotated duty period, but shall not be required to be outside the building except when called upon by the aide or principal. In the absence of the aide, the teacher's presence may be required, subject to paragraph (c) below.

- c. The Board agrees to obtain substitutes for aides as required under emergency conditions only the Association agrees to substitute for each of said aides for a period of not more than five (5) days within a two (2) month period.

E. Preparation Time for Extracurricular Activities

If a teacher is required to spend a full day for newspaper, yearbook, graduation, field day, and statewide testing, then the teacher's presence will not be required in classroom instruction for that day. The teacher will be provided opportunity to meet with the administration to discuss scheduling of such day.

ARTICLE VIII

TEACHER EMPLOYMENT

A. Placement on Salary Schedule

1. Adjustment to Salary Schedule

Each teacher shall be placed on his proper step of the salary schedule as of the beginning of the school year. Any teacher employed prior to February 1 of any school year shall be given full credit for one (1) year of service toward the next increment step for the following year.

2. Credit for Experience

The Board may agree with a prospective teacher with respect to credit for prior experience.

ARTICLE IX

SALARIES

A. Salary Schedule

The salary of each teacher covered by this Agreement shall be derived from the guides set forth in Schedule "A" which is attached hereto and made a part hereof.

B. Method of Payment

1. Ten (10) Month

Each teacher employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments.

2. Summer Pay Plan

Each teacher may individually elect to have ten percent (10%) of his monthly salary deducted from his pay. These funds shall be paid to the teacher or his estate on the final pay day in June or, according to a schedule of payments throughout the summer as requested by the teacher, or upon death or termination of employment, if earlier.

3. Exceptions

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

ARTICLE X

TEACHER EVALUATION

A. Evaluator

1. The Board shall appoint an evaluator who shall have appropriate qualifications.

2. Responsibility

The Administrative Principal shall develop specific criteria and procedures for the evaluation of teachers.

3. Policy

There shall be a written policy for teacher evaluation which shall be submitted to the Association for comment before adoption by the Board.

ARTICLE XI

TERMINATION OF EMPLOYMENT

Final evaluation of a teacher upon termination of his employment shall normally be concluded prior to severance and no documents and/or other material shall normally be placed in the personnel file of such teacher after severance. Where termination is upon short notice the file shall be completed with reasonable promptness.

ARTICLE XII

SICK LEAVE

1. Accumulative

As of September 1, 1976, all teachers employed shall be entitled to eleven (11) sick leave days each school year as of the first official day of said school year whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.

ARTICLE XIII

TEMPORARY LEAVES OF ABSENCE

A. Types of Leaves

As of the beginning of the 1974-75 school year, teachers shall be entitled to the following temporary non-accumulative leaves of absence with full pay each year.

1. Personal

Two days leave of absence for personal, legal, business, household, or family matters which require absence during school hours. Application to the teacher's principal for personal leave shall be made at least two (2) days before taking such leave (except in the case of emergencies) and the applicant for such leave shall not be required to state the reason for taking such leave other than that he is taking it under this Section.

2. School Visitation

Up to two (2) days for the purpose of visiting other schools, or attending meetings, or conferences of an educational nature, to be scheduled with the approval of the administrative principal.

3. Death

All employees will be granted up to and including a five (5) day leave for death in the immediate family, including spouse, children, parents, brothers, sisters, grandparents, grandchildren, mother-in-law, or father-in-law. Special circumstances will receive special consideration by the Board.

Leave taken pursuant to Section A above shall be in addition to any sick leave to which the teacher is entitled.

ARTICLE XIV

EXTENDED LEAVES OF ABSENCE

- A. Due to a medical disability, a teacher shall be granted an extended leave of absence without pay (subject to paragraph c hereof) if any one of the following conditions exist:
1. A notable and substantial decrease in teaching performance due to such disability.
 2. The production of a certification from a medical doctor that the teacher is medically unable to continue work.
- B. The Board shall have the right to have such a teacher examined by its own physician; and, in the event of a disagreement between the Board's physician and the teacher's physician on such ability or inability, the question shall be referred to a physician engaged at the joint expense of the teacher and the Board for final and binding resolution.
- C. During the period of the teacher's personal medical disability, accumulated sick leave benefits in accordance with N.J.S.A. 18A:30-1, et seq. shall be paid until such benefits are exhausted or the personal medical disability has terminated.
- D. When the seeking of an extended leave of absence for medical disability can be anticipated, a teacher shall file a written request for such leave with the Superintendent or his designee at least thirty (30) days in advance of the anticipated date on which said leave is to commence. Upon the termination of the medical disability the teacher shall return to work. In the event of disagreement, the date of said termination shall be established as set forth in paragraph B above.
- E. A teacher may make application to the Board at least thirty (30) days before the effective date, for an unpaid child-rearing leave of absence if a "natural" child is less than ninety (90) days of age (or less than ninety (90) days in possession of the parents) in the case of adoption. Upon application, said leave shall be granted by the Board for a period not to exceed one (1) year. The date of requested return by the teacher may be adjusted by the Board so as to commence in January or September following the end of the requested leave.
- F. Leaves of absence under other circumstances may be granted by joint agreement of the Board and teacher.
- G. Upon return from a leave of absence, a teacher shall be placed on the salary schedule and receive accumulated benefits according to her/his seniority at the time the leave commenced.
- H. Leaves for more than one academic year in addition to one in which an extended leave commences shall be by mutual agreement only.

ARTICLE XV

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

A. Purpose

In our rapidly changing society teachers must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social change, and other topics related to education. The Board recognizes that it shares with its professional staff responsibility for the upgrading and updating of teacher performance and attitudes. The Board and the Association support the principal of continuing training of teachers and the improvement of instruction. The parties further agree that each teacher should fulfill this obligation for professional improvement.

B. Programs

The Board agrees to implement the following at the beginning of the 1974-75 school year:

1. Pay and Expenses for Required Training

To pay the full cost of tuition and other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions, or other such sessions which a teacher is required and/or requested by the administration to take.

2. The Board of Education will reimburse teachers \$45.00 per graduate credit, limited to 3 graduate credits in 1978-79 and 6 graduate credits thereafter, taken each year for self improvement in the Elementary Education field. Payment for credits shall be made at the beginning of the subsequent school year.

3. The Association is invited to suggest programs for professional development, and discuss same with the Board.

ARTICLE XVI

MAINTENANCE OF CLASSROOM CONTROL AND DISCIPLINE

A. The faculty under the direction of the principal are requested to develop a discipline code for consideration by the Board.

B. Definition of Responsibilities

A definition of the duties and responsibilities of all administrators, coordinators, supervisors and other personnel pertaining to student behavior shall be reduced to writing by the Administrative Principal and presented to each teacher at the start of each school year.

ARTICLE XVII

INSURANCE PROTECTION

A. Full Health Care Coverage

As of the beginning of each school year, the Board shall provide health care insurance protection covered by the New Jersey Health Benefits Program, and shall pay the full plan for each teacher, and family plan where appropriate, subject to the provisions of said program.

B. Description of Health Care Coverage

The Board shall provide to each teacher a description of the health care insurance coverage provided under this Article, no later than the beginning of the school year, which shall include a clear description of conditions and limits of coverage as listed by the New Jersey State Health Benefits Program.

ARTICLE XVIII

PERSONAL AND ACADEMIC FREEDOM

The Board recognizes that teachers are entitled to enjoy a personal life, and the rights of citizenship, and will observe such rights as provided by law.

ARTICLE XIX

DEDUCTIONS FROM SALARY

A. Association Payroll Dues Deduction

1. The Board agrees to deduct from the salaries of its teachers dues for the Bass River Township Education Association, the Burlington County Education Association, the New Jersey Education Association, or the National Education Association as said teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233 N.J. Public Laws of 1969 N.J.S.A. (52:14-15, 9e) and under rules established by the State Department of Education. Said monies together with current records of any corrections shall be transmitted to such person as may from time to time be designated by the Bass River Township Education Association by the 15th of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate association of associations.

2. Each of the associations named above shall certify to the Board in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

B. Salary Deduction for Credit Union (Replaces 9B-2)

Teachers may individually elect to have a fixed percent of their monthly salary deducted from their pay. Such funds are to be deposited with a mutually agreed upon agency capable of giving interest and handling all payments to the teachers making such choice and capable of handling all related paperwork. Applications by teachers must be made to the Board Secretary in the month of June of the previous school year, and option to join or withdraw shall not be changed thereafter (except for newly hired teachers who may elect to join upon employment).

ARTICLE XI

MISCELLANEOUS PROVISIONS

A. Nondiscrimination

The Board and the Association agree that there shall be no discrimination and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of teachers or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status.

B. Board Policy

This Agreement constitutes Board policy for the term of said agreement, and the Board shall carry out the commitments contained herein, and give them full force and effect as Board policy.

C. Savings Clause

Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the signing date of this Agreement to employees covered by this Agreement as established by the rules, regulations, and/or policies of the Board administrative procedures and practices in force on said date, shall continue to be so applicable during the terms 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.

D. Separability

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

E. Compliance Between Individual Contract and Master Agreement

Any individual contract between the Board and an individual teacher, hereto fore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement: If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

F. Printing Agreement

Copies of this Agreement shall be duplicated at the joint expense of the Board and the Association after agreement with the Association. The Agreement shall be presented to all teachers now employed, or hereafter employed.

G. Notice

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so in writing:

1. If by Association, to Board at Bass River Township Elementary School.
2. If by Board, to Association at Bass River Township Elementary School.

DURATION OF AGREEMENT

A. Duration Period

This Agreement shall be effective as of July 1, 1980, and shall continue in effect until June 30, 1982, subject to the Association's right to negotiate over a successor agreement as provided in Article II. This Agreement is expressly understood that it shall expire on the date indicated, unless it is extended in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their respective president, their corporate seals to be hereto affixed and the same to be attested by their respective secretaries this day of 1980.

BASS RIVER TOWNSHIP EDUCATION ASSOCIATION:

ATTEST:

Susan M. Hesson
SECRETARY

BY Victor J. Conzoff
PRESIDENT

BASS RIVER TOWNSHIP BOARD OF EDUCATION:

ATTEST:

Clair B. Allen
SECRETARY

BY Gregory L. ...
PRESIDENT

BASS RIVER 1980-81 SALARY GUIDE

STEPS	A	B	C	D
1	11,364	11,636	11,907	12,178
2	11,864	12,136	12,407	12,678
3	12,407	12,678	12,949	13,221
4	12,949	13,221	13,492	13,763
5	13,546	13,817	14,089	14,360
6	14,143	14,414	14,685	14,957
7	14,740	15,011	15,282	15,553
8	15,336	15,608	15,879	16,150
9	15,933	16,204	16,476	16,747
10	16,584	16,855	17,127	17,398
11	17,289	17,561	17,832	18,103
12	17,995	18,266	18,537	18,808
13	18,537	18,808	19,080	19,351
14	19,134	19,405	19,676	19,948

- A. Fully certified teacher with BA/BS in elementary education.
- B. A plus 15 credits in educational method, psychology or in the general areas of study in elementary education.
- C. A plus 30 credits as above.
- D. MA/MS degree in educational psychology or in one of the educational disciplines within the scope of elementary education.
- E. Those teachers above the top step in 1979-80 shall be on step 14 for 1980-81 and shall (track out) thereafter.

\$150.00 cumulative longevity will be added at the beginning of tenth, fifteenth and twentieth year in the District. (total \$450.00)

BASS RIVER 1981-82 SALARY GUIDE

STEPS	A	B	C	D
1	11,819	12,113	12,407	12,701
2	12,319	12,613	12,907	13,201
3	12,861	13,155	13,449	13,743
4	13,449	13,743	14,037	14,332
5	14,037	14,332	14,625	14,919
6	14,684	14,978	15,272	15,566
7	15,331	15,625	15,919	16,213
8	15,978	16,272	16,566	16,859
9	16,624	16,919	17,213	17,507
10	17,271	17,565	17,860	18,154
11	17,977	18,271	18,566	18,859
12	18,741	19,036	19,330	19,624
13	19,507	19,800	20,094	20,388
14	20,094	20,388	20,683	20,976
15	20,741	21,035	21,329	21,624

- A. Fully certified teacher with BA/BS in elementary education.
- B. A plus 15 credits in educational method, psychology or in the general areas of study in elementary education.
- C. A plus 30 credits as above.
- D. MA/MS degree in educational psychology or in one of the educational disciplines within the scope of elementary education.
- E. Those teachers above the top step in 1980-81 shall be on step 15 for 1981-82 and shall track out thereafter.

\$300.00 cumulative longevity will be added at the beginning of tenth, fifteenth and twentieth year in the District. (total \$900.00)