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THIS BOOK DOES  
NOT CIRCULATE

COLLECTIVE NEGOTIATION AGREEMENT

WHEREAS, the undersigned teachers' representatives have been designated by a majority of the present teachers employed by the Board of Education of the Borough of Bloomsbury, in the County of Hunterdon and State of N. J., as representatives of said teachers for the purposes of collective negotiation pursuant to the N. J. Employer-Employee Relations Act;

AND WHEREAS, those teachers' representatives have presented certain demands to the Board and the Board and the representatives have negotiated concerning the same and have come to an agreement;

NOW THEREFORE, WITNESSETH that the Board of Education of said Borough of Bloomsbury and said teachers' representatives hereby agree that the following shall be included among the terms and conditions of employment for the new 1976-77 school year for teachers employed by this Board:

1. The following individual grievance procedure shall apply:

- Step 1. Any teacher who has a grievance shall discuss it first with his principal in an attempt to resolve the matter informally at that level.
- Step 2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the teacher within one (1) calendar week, he shall set forth his complaint in writing to the principal. The principal shall communicate his decision to the teacher in writing within three (3) school days of receipt of the written complaint.
- Step 3. The teacher may appeal the principal's decision to the Board of Education. The appeal to the Board must be in writing and set forth the grounds upon which the grievance is based. The Board of Education shall request a report on the grievance from the principal, shall confer with the concerned parties and, upon request, with the teacher or principal separately.

The Board shall attempt to resolve the matter as quickly as possible but within a period not to exceed thirty (30) calendar days. The decision rendered by the Board shall be communicated in writing, along with supporting reasons, to the teacher and the principal.

2. The revised salary guide for teachers, a copy of which is annexed hereto as Exhibit A, shall apply.

3. In addition to each teacher's other compensation, he or she will be entitled to be covered, if eligible, by Blue Cross and Blue Shield hospitalization insurance, the cost of the premium for such individual teacher to be paid for by the Board.

4. Unless excused by the school administration, all teachers will be at school each school day from at least one-half hour before the start of classes until one-quarter hour after the close of classes, and shall attend all teachers' meetings called by the school administrator.

5. Teachers will be allowed up to two personal leave days, with pay, during any school year, which may be taken at their discretion; provided they give the principal due notice of their intention to be absent. In addition to the foregoing two personal leave days, teachers will be allowed up to three emergency leave days, with pay, during any school year, which may be taken because of the death or funeral of a spouse, parent, child, parent of current spouse, brother or sister, or for other urgent personal reason approved by the school administrator; provided the school administrator is given due notice of a teacher's intention to be absent. Any teacher who is absent, unless sick or excused by the school administration or validly using an emergency leave day, shall pay the Board the cost of hiring a substitute teacher to replace him or her. Personal leave and emergency leave days shall not be accumulative from school year to school year.

6. The Board shall provide reimbursement of tuition not to exceed \$35 per credit for courses taken by tenured teachers for enrichment or professional improvement, provided:

- (a) the reimbursement shall be for tuition only, which is not reimbursed from any other source
- (b) the course must be taken at an accredited college or university
- (c) the course must have been approved by the Board prior to registration in it

7. The school calendar for the 1976-77 school year shall be developed by the teachers and submitted by the teachers, in writing, to the Board of Education prior to April 15, 1976. The school calendar, as developed and submitted by the teachers, shall be adopted as the school calendar for the 1976-77 school year, unless the proposed calendar, submitted by the teachers, is vetoed by action of the Board. In the event that the teachers fail to submit to the Board of Education a proposed school calendar by April 15, 1976, or in the event that no proposed school calendar which has been so submitted by such date has been found acceptable by the Board, then the Board shall have the right to develop and adopt a school calendar for the 1976-77 school year.

Notwithstanding the foregoing, the Board and the teachers and their representatives recognize that the calendar which is adopted may be altered due to inclement weather, or other cause, which the school administration determines necessitates the cancellation of school session. The parties hereto agree that in all events the school year shall consist of 180 days, and that any day, or days, which must be added to each 180, shall be added at the end of the normal school year.

8. The Secretary of the Board of Education shall deduct NJEA dues from each teacher's salary where applicable.

9. The Secretary of the Board of Education shall furnish at the end of each school year to each employee a list of sick days used by such employee in that year.

10. Physical examinations of teachers as required by the Board will be at the Board's expense.

11. The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, in accordance with applicable laws and regulations (a) to direct employees of the school district; (b) to hire, promote, transfer, assign, and retain employees in positions in the school district, and to suspend, demote, discharge, or take other disciplinary action against employees; (c) to relieve employees from duty because of lack of work or for other legitimate reasons; (d) to maintain efficiency of the school district operations entrusted to them; (e) to determine the methods, means and personnel by which such operations are to be conducted; and (f) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

IN WITNESS WHEREOF, the teachers' representatives have signed hereunto on behalf of the said teachers and the Board has caused its proper officers to sign hereunto on behalf of the Board, this 22nd day of December, 1975.

ATTEST:

BOARD OF EDUCATION OF THE  
BOROUGH OF BLOOMSBURY

SIGNED: Kathryn M. Letcher,  
Secretary

BY; Thomas A. Gordon,  
President

TEACHERS' REPRESENTATIVES

Gerald R. Smith, Jr.

Virginia B. DeWire

EXHIBIT A

1. Except as hereinafter provided, the salary schedule for an academic year in the district (a) for a teacher who holds a bachelor's degree or 12~~8~~ Board approved credits shall be as provided in Col. A below, (b) for a teacher who holds a Bachelor's degree plus 15 Board approved credits shall be as provided in Col. B below, (c) for a teacher who holds a master's degree, or a bachelor's degree plus 30 Board approved credits, shall be as provided in Col. C below, (d) for a teacher who holds a master's degree plus 15 Board approved credits shall be as provided in Col. D. below.

<u>Years of Employment</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>Employment Increment</u>
1	\$ 9,354.66	\$ 9,709.66	\$10,063.66	\$10,772.66	\$ -----
2	9,674.66	10,029.66	10,383.66	11,092.66	320
3	9,994.66	10,349.66	10,703.66	11,412.66	320
4	10,314.66	10,669.66	11,023.66	11,732.66	320
5	10,684.66	11,039.66	11,393.66	12,102.66	370
6	11,054.66	11,409.66	11,763.66	12,472.66	370
7	11,424.66	11,779.66	12,133.66	12,842.66	370
8	11,794.66	12,149.66	12,503.66	13,212.66	370
9	12,164.66	12,519.66	12,873.66	13,582.66	370
10	12,584.66	12,939.66	13,293.66	14,002.66	420
11	13,004.66	13,359.66	13,713.66	14,422.66	420
12	13,424.66	13,779.66	14,133.66	14,842.66	420
13	13,844.66	14,199.66	14,553.66	15,262.66	420
14	14,264.66	14,619.66	14,973.66	15,682.66	420
15	14,684.66	15,039.66	15,393.66	16,102.66	420
16	15,104.66	15,459.66	15,813.66	16,522.66	420

2. In addition to the salary shown by the foregoing schedule, each teacher who has been employed by the Board of Education of the Borough of Bloomsbury for 10 school years shall be entitled to a longevity increment for the next 5 years, and every 5 additional, school years of such teacher's employment by the Board As follows:

<u>School Year</u>	<u>Longevity Increment</u>
1. 11th through 15th	\$100
2. 16th through 20th	An additional \$100
3. 21st through 25th	An additional \$100
4. 26th through 30th	An additional \$100
5. 31st through 35th	An additional \$100
6. 36th through 40th	An additional \$100
7. 41st through 45th	An additional \$100
8. 46th through 50th	An additional \$100

3. Every teacher now holding employment in district shall be entitled to an adjustment increment for 76-77 school year which will place him at his proper place on the foregoing schedule according to his appropriate training level column and years of employment.

4. Whenever a person shall hereafter accept employment as a teacher in the district, his initial place on the salary schedule shall be at such point as may be agreed upon by the teacher and the Board of Education.

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Labor Relations

APR 21 1976

RUTGERS UNIVERSITY

COLLECTIVE NEGOTIATION AGREEMENT  
FOR 1976-77 SCHOOL YEAR

BETWEEN

TEACHERS' REPRESENTATIVES

AND

BOARD OF EDUCATION OF THE  
BOROUGH OF BLOOMSBURY

*Must read copy*

DATED: DECEMBER 22, 1975

BERNARD J. & KAREN  
Law Offices  
21 Main Street  
Clinton, N. J.  
08809

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PERC