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THIS BOOK DOES  
NOT CIRCULATE

1971-72

THIS AGREEMENT, entered into this 1 day of Sept,  
1971, by and between the BOARD OF EDUCATION OF THE BOROUGH OF  
NETCONG, NEW JERSEY, hereinafter referred to as the "BOARD",  
and the NETCONG TEACHER'S ASSOCIATION, hereinafter referred to  
as the "ASSOCIATION".

WITNESSETH:

WHEREAS, the parties have reached certain under-  
standings which they desire to confirm in this agreement,  
with the further understanding that certain fields have yet  
to be negotiated between the parties and will be the subject  
matter of further addendas to this agreement,

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

ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Association as the  
exclusive and sole representative for collective negotiation  
concerning the terms and conditions of employment for all  
certificated personnel whether under contract, on leave, on  
a per diem basis, employed or to be employed by the Board,  
including:

Classroom teachers, Librarians, Reading teachers,  
Speech teachers, Home Instruction teachers, but excluding:

Secretaries, Custodians, Bus drivers, Attendance Officer and Clerk, Guidance Director, Principals, Library aides, Athletic Directors and Coaches. Athletic Directors and Coaches are to be excluded from the personnel for whom the Association is recognized as the exclusive and sole representative for collective negotiation with reluctance on the part of the Association, and only until such time as the Public Employment Relations Commission rules that such personnel should, in fact, be so represented by the Association, if such a ruling is made by the Commission.

B. 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

A. The salaries of all teachers, covered by this Agreement are set forth in the following paragraphs No. 5 and No. 6.

B. 1. Teachers employed on a ten (10) month basis shall have the option of being paid in twenty (20) equal semi-monthly installments.

2. Teachers may individually elect to have ten per cent (10%) of their monthly salary deducted from their pay. These funds shall be paid to the teacher on the final pay

day in June or in two equal payments on the 15th day of July and August.

3. 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.

4. Teachers shall receive their final checks on the last working day in June, providing they have fulfilled all of their contractual obligations.

5. Salary Guide for 1971-72 (Degree Teachers):

|     | <u>BA</u> | <u>BA+15</u> | <u>BA+30</u> | <u>MA</u> |
|-----|-----------|--------------|--------------|-----------|
| 1.  | 7,800     | 8,000        | 8,200        | 8,400     |
| 2.  | 8,000     | 8,200        | 8,400        | 8,600     |
| 3.  | 8,300     | 8,500        | 8,700        | 8,900     |
| 4.  | 8,600     | 8,800        | 9,000        | 9,200     |
| 5.  | 8,900     | 9,100        | 9,300        | 9,500     |
| 6.  | 9,200     | 9,300        | 9,500        | 9,800     |
| 7.  | 9,500     | 9,700        | 9,900        | 10,100    |
| 8.  | 9,800     | 10,000       | 10,200       | 10,400    |
| 9.  | 10,100    | 10,300       | 10,500       | 10,700    |
| 10. | 10,500    | 10,700       | 10,900       | 11,100    |
| 11. | 10,900    | 11,100       | 11,300       | 11,500    |
| 12. | 11,300    | 11,500       | 11,700       | 11,900    |
| 13. | 11,700    | 11,900       | 12,100       | 12,300    |
| 14. | 12,100    | 12,300       | 12,500       | 12,700    |
| 15. | 12,500    | 12,700       | 12,900       | 13,100    |

Longevity:

25 years - \$200.      2 Per. Days  
30 years - \$200.

6. Salary Guide for Non-Degree Teachers and School

Nurses:

|            |            |
|------------|------------|
| 1. \$4,400 | 7. \$5,900 |
| 2. 4,650   | 8. 6,150   |
| 3. 4,900   | 9. 6,400   |
| 4. 5,150   | 10. 6,650  |
| 5. 5,450   | 11. 6,900  |
| 6. 5,650   |            |

7. Increments may be withheld according to those regulations set forth under Statute 18A:29-14.

8. The Board of Education will pay \$200.00 to any employee who has had 25 years of service to the Netcong School System and an additional \$200.00 will be paid to any employee who has 30 years of service in the Netcong School System. The anniversary must occur prior to September 1, to be effective for that school year. The year of employment will include only years of actual service. It will not include leaves of absence or other authorized leaves. This provision is not retroactive.

LEAVES OF ABSENCE AND SICK LEAVE

Teachers shall be entitled to the following temporary leaves of absence, each school year, with full pay:

1. Not exceeding four days in case of the death of a member of the immediate family (parent, brother, sister, husband, wife, own children or grandparent) or if any relative or close friend who has lived in the home of the teacher for some time immediately preceding death.

2. Absence from school to attend court, having been served with a subpoena.

3. Absence by reason of quarantine by the Board of Health.

4. Attendance at educational meetings with permission of the Superintendent, if, in his opinion, such attendance is desirable and is recommended by the Building Principal.

5. Two days for personal business, the teacher to notify the Building Principal at least two days in advance of the proposed absence. No teacher may take a leave of absence for personal business immediately preceding or following a school holiday.

Teachers shall be entitled to the following sick leave each school year, with full pay:

1. In the case of a teacher under tenure, 12 days a year, all of which shall be accumulated from year to year if unused.

2. In the case of a non-tenure teacher, 10 days a year, all to be accumulated from year to year if unused.

3. When a non-tenure teacher is employed for a period of less than a full school year, the allowable sick leave shall be pro-rated on the basis of one day a month.

4. The Board of Education secretary shall notify each teacher in the District of the number of sick days he

has used during the current school year by the last school day of that year.

#### ARTICLE IV

##### MATERNITY LEAVE OF ABSENCE

1. Any regularly appointed member of the teaching staff who is a married woman and who is pregnant shall file with the Superintendent of Schools, not later than five (5) months before the expected birth of the child, an application for a maternity leave. She shall be eligible to receive, upon the recommendation of the Superintendent of Schools, maternity leave, without pay, for two (2) calendar years.

2. No teacher having been granted a maternity leave of absence may return to her teaching duties until the first semester six (6) months after confinement.

#### ARTICLE V

##### Professional Development and Educational Improvement

A. 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 principle

of continuing training of teachers and the improvement of instruction.

B. To work toward the ends stated above, the Board agrees to implement the following at the beginning of 1970-71 school year:

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

2. The Board of Education will reimburse faculty members for courses taken while in the employ of the Netcong Board of Education under the following conditions:

a. Reimbursement will be made the second week of October of the school year following the taking of the course, i.e., a teacher will not be reimbursed the same school year in which he has taken the course or courses. Reimbursement will be made only to teachers who are employed by the Netcong Board of Education at the time reimbursement is made.

b. The Board of Education will not reimburse any teacher for courses which the teacher is taking in order to fill certification or

undergraduate degree requirements.

c. The Board of Education will continue to reimburse those people who are currently enrolled in graduate programs, not related to their teaching field at \$8.33 a credit to a maximum of \$50.00. The Board will not reimburse anyone wishing to enter a non-related area, who is not presently enrolled in a program.

d. The Board of Education will reimburse teachers who are taking graduate courses in their related field 50% of the credit cost to a maximum of \$100.00.

e. The Board of Education will not reimburse undergraduate credits unless the Board sponsors the program.

f. The Board may, at its descretion, reimburse for education travel up to a maximum of \$100.00.

g. Any teacher who wishes to take a course and may be eligible for reimbursement, must have prior written approval of the Superintendent of Schools.

h. Not more than \$100.00 will be paid to any one teacher during a 12-month period.



ARTICLE VI

A. As of the beginning of the 1971-72 school year, The Board, after agreement with the Association regarding appropriate insurance carriers, shall provide the health-care insurance protection designated below.

1. For each teacher who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for a full twelve (12) month period, in accordance with the following schedule:

The Board of Education agrees to pay:

- a. 100% of the cost of Major Medical insurance.
- b. 100% of the cost of a single, family, Husband and wife or parent-children Blue Cross-Blue Shield contract with Rider "J", with the understanding that the cost of any rate increase occurring during the year beginning July 1, 1971, and ending June 30, 1972, will be borne by the teacher. It is further understood that in no case will the Board of Education pay less than the full cost of each contract at the rates prevailing during the

1970-71 school year. In all cases,  
the Board will pay 100% of a single  
contract covering the employee.

ARTICLE VII

This agreement shall be effective as of September,  
1971, and shall continue in effect until June 30, 1972.

IN WITNESS WHEREOF, the Association has caused this  
agreement to be signed by its President and Secretary and  
The Board of Education has caused this agreement to be signed  
by its President and Secretary and its corporate seal affixed  
thereto.

NETCONG TEACHER'S ASSOCIATION

NETCONG BOARD OF EDUCATION

By Samela Summerfield  
Pres.

By Michael L. Linn  
Pres.

ATTEST:

Theodore Bender  
Secy.

ATTEST:

Paul Higgins  
Secy.