

AGREEMENT BETWEEN

THE MOUNT LAUREL BOARD OF EDUCATION

AND

~~THE MOUNT LAUREL NON-TEACHING PROFESSIONAL ASSOCIATION~~

FOR THE PERIOD FROM

JULY 1, 1980

THROUGH JUNE 30, 1983

## ARTICLE I--Recognition

The Mount Laurel Board of Education recognizes the Mount Laurel Non-Teaching Professional Association as the representative for negotiations covering terms and conditions of employment for twelve-month employees who are listed below and are covered by this Agreement within the scope of the New Jersey Employer-Employee Relations Act, and rules and regulations of the Public Employment Relations Commission. This Agreement embodies the complete and final understanding of the parties on all topics that were the subject of negotiations and is intended to provide a mechanism for mutual adjustment of differences which may arise.

Supervisors  
Psychologist  
Guidance Director

## ARTICLE II--Negotiations Procedures

The parties hereto agree to commence negotiations concerning terms and conditions of employment during the year preceding the year in which this agreement expires in accordance with the rules and regulations of the Public Employment Relations Commission pertaining to the commencement of negotiations.

## ARTICLE III--Meetings

Three (3) working days prior to any meeting concerning any matter pertaining to this contract, each party shall submit an agenda to all members of the Board or its representative and the members of the Mount Laurel Non-Teaching Professional Association covering matters they wish to discuss.

## ARTICLE IV--Grievance Procedure

### A. Definitions

#### 1. Grievance

A "grievance" shall mean a complaint;

- (a) alleging a specific section of the agreement as to a violation, misinterpretation or inequitable application of the provisions of the agreement, or
- (b) that he has been treated unfairly or inequitably by reason of any act or practice governing or affecting employees.

#### 2. Aggrieved Person

An "aggrieved person" is the person or group of persons making the claim.

## B. Purpose

The purpose of this procedure is to secure at the lowest possible level equitable solutions to the problems which may, from time to time, arise affecting non-teaching professionals.

## C. Procedures

### 1. Filing a Grievance

A non-teaching professional with a complaint shall meet with his/her immediate superior with the objective of resolving the matter informally. This meeting must take place within ten (10) work days of the alleged complaint.

If a solution cannot be agreed upon, the non-teaching professional may then re-submit his grievance, in writing, specifying details at Level One.

### 2. Level One -- Superintendent

After having received a grievance in writing, the Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) work days. The Superintendent shall communicate his decision in writing to the grievant.

### 3. Level Two -- Board of Education

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, he/she may submit the grievance to the Board of Education within ten (10) working days after receiving the decision from Level One.

The Board shall meet with the grievant and the Superintendent.

The Board shall send a written decision on the disposition of the grievance to the grievant and the Superintendent.

## ARTICLE V -- Sick Leave

All the positions herein enumerated will be given twelve (12) sick days each year.

## ARTICLE VI -- Professional Meetings And Travel Reimbursement

Application to attend professional meetings will be made to the Superintendent. An amount of \$400 per professional per year herein enumerated will be allotted for such expenses he/she may encounter in attending such meetings. Upon approval of the Superintendent, a portion of such monies, not to exceed \$200, may be used for professional membership dues.

Persons covered by this Agreement required to use their own automobiles in the performance of their duties shall be reimbursed for all such travel at the rate of twenty (20¢) cents per mile.

ARTICLE VII--Vacation Leave

Application may be made to the Superintendent for up to one (1) week vacation to be taken during the course of the school year in lieu of one (1) week in July. Decisions regarding approval, scheduling, number of personnel shall be at the sole discretion of the Superintendent.

ARTICLE VIII--Continuing Benefits

Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any term and condition of employment existing in the year prior to its effective date and shall be enforced and effective and remain so applicable during the term of this Agreement.

ARTICLE IX--Modification

This Agreement shall not be modified in whole or in part except by a duly executed agreement of both the parties.

ARTICLE X--SEPARABILITY

If any provision of this Agreement is found to be contrary to law or regulation, only that provision shall be null and void, and all other provisions shall continue in full force and effect.

ARTICLE XI--Salaries

Persons covered by this Agreement will be paid in accordance with the 1980-81 and 1981-82 salary guides attached and designated as Schedules A and B, respectively. Salary schedules shall be reopened and negotiated for the final year (1982-83) of this Agreement.

ARTICLE XII--Duration of Agreement

- A. This Agreement shall be effective as of July 1, 1980, and shall continue in effect until June 30, 1983. This Agreement shall expire on the date indicated except that the 1982-83 salary schedules shall be reopened.
- B. In Witness thereof, the parties hereto have caused this Agreement to be signed by their respective representatives.

Mount Laurel Board of Education

Robert E. Keane 3/10/81  
President Date

Frank E. [Signature] 3/10/81  
Secretary Date

Mount Laurel Non-Teaching  
Professional Association

[Signature] 2/2/81  
Representative Date

MOUNT LAUREL TOWNSHIP SCHOOLS  
MOUNT LAUREL, N. J.

SALARY GUIDE

1980-81

NON-TEACHING PROFESSIONALS

LEVEL I

YEARS SUPERVISORY EXPERIENCE	TOTAL YEARS EXPERIENCE				
	4	8	12	16	20
1	\$20,700	\$21,700	\$22,700	\$24,700	\$26,700
2	20,900	21,900	22,900	24,900	26,900
3	21,100	22,100	23,100	25,100	27,100
4	21,300	22,300	23,300	25,300	27,300
5	21,500	22,500	23,500	25,500	27,500
6	21,800	22,800	23,800	25,800	27,800

LEVEL II (WHEN BOARD REQUIRES DOCTORAL)

YEARS SUPERVISORY EXPERIENCE	LEVEL II (WHEN BOARD REQUIRES DOCTORAL)				
	4	8	12	16	20
1	\$27,100	\$28,100	\$29,100	\$31,100	\$33,100
2	27,300	28,300	29,300	31,300	33,300
3	27,500	28,500	29,500	31,500	33,500
4	27,700	28,700	29,700	31,700	33,700
5	27,900	28,900	29,900	31,900	33,900
6	28,200	29,200	30,200	32,200	34,200

Individuals who have an MA+15 credits will receive an additional payment of \$200 for 1980-81 school year only.

Individuals who have an MA+30 credits will receive an additional payment of \$400 for 1980-81 school year only.

11/5/80

MOUNT LAUREL TOWNSHIP SCHOOLS  
MOUNT LAUREL, N.J.

SALARY GUIDE

1981-82

NON-TEACHING PROFESSIONALS

**LEVEL I**

YEARS SUPERVISORY EXPERIENCE	TOTAL YEARS EXPERIENCE				
	4	8	12	16	20
1	\$22,580	\$23,580	\$24,580	\$26,580	\$28,580
2	22,780	23,780	24,780	26,780	28,780
3	22,980	23,980	24,980	26,980	28,980
4	23,180	24,180	25,180	27,180	29,180
5	23,380	24,380	25,380	27,380	29,380
6	23,680	24,680	25,680	27,680	29,680

**LEVEL II (WHEN BOARD REQUIRES DOCTORAL)**

YEARS SUPERVISORY EXPERIENCE						
	4	8	12	16	20	
1	\$28,980	\$29,980	\$30,980	\$32,980	\$34,980	
2	29,180	30,180	31,180	33,180	35,180	
3	29,380	30,380	31,380	33,380	35,380	
4	29,580	30,580	31,580	33,580	35,580	
5	29,780	30,780	31,780	33,780	35,780	
6	30,080	31,080	32,080	34,080	36,080	