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AGREEMENT

OAKLYN BOARD OF EDUCATION AND OAKLYN TEACHERS ASSOCIATION

JULY 1, 1980 TO JUNE 30, 1983

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understanding between the Association and the Administration, with a maximum of thirty-five (35) students per class during the school year, with the exception of physical education, where the Administration will work directly with the teacher to create a manageable class size.

E. The Administration shall establish committees, when a need arises, for evaluation of the curriculum and extra-curriculum activities. Statement of need may be initiated by teachers as well as the Administration. By June 1 of each year a list of committees will be posted on the central office bulletin board, and teachers will be given a one week period to volunteer before any assignments are made.

X. SALARY

A. It is agreed that salaries for all certified personnel for the 1980-81 school year shall be as shown on Schedule "A" hereto annexed.

B. It is agreed that salaries for all certified personnel for the 1981-82 school year shall be as shown on Schedule "B" hereto annexed.

C. It is agreed that salaries for all certified personnel for the 1982-83 school year shall be subject to negotiation to commence no later than the time mandated by P.E.R.C. regulations.

XI. EXTRA-CURRICULAR COMPENSATION

A. Extra-curricular assignments are designated at the following levels:

LEVEL I. Boys J.V. Soccer Coach (1) Choral Group Sponsor (1)  
Boys J.V. Basketball Coach (1) Cheerleading Advisor (1)  
Girls J.V. Field Hockey Coach (1) Newspaper Advisor (1)  
Girls J.V. Basketball Coach (1) Audio-Visual Aids Coordinators (2)  
Safety Patrol Advisor (2)

LEVEL II. Student Council Advisor (1) Boys Varsity Basketball Coach (1)  
Girls Varsity Field Hockey Coach (1) Boys Varsity Soccer Coach (1)  
Girls Varsity & J.V. Softball Coach (1) Boys Varsity Baseball Coach (1)  
Girls Varsity Basketball Coach (1)

Designation of a team as "Boys" or "Girls" is merely for identification, and does not imply the exclusion of any student, either boy or girl, from said team.

B. Extra-curricular assignments are to be paid at the levels indicated below for the 1980-81 school year.

Level I	\$440.00
Level II	\$500.00

C. Extra-curricular assignments are to be paid at the levels indicated below for the 1981-82 school year.

Level I	\$476.00
Level II	\$541.00

D. It is agreed that salaries for extra-curricular assignments for the 1982-83 school year shall be subject to negotiation to commence no later than the time mandated by P.E.R.C. regulations.

E. Subject to approval by the Board, the Superintendent shall have the authority to designate alternates for non-functioning activities within the prescribed levels of extra-curricular compensation.

## XII. INSURANCE PROTECTION

A. The Board shall pay one hundred percent (100%) of the cost of single coverage N.J. Blue Cross/Blue Shield through the State Health Benefits Plan for all full time employees.

B. The Board shall pay one hundred percent (100%) of the cost of N.J. Blue Cross/Blue Shield coverage for dependents eligible and enrolled in the N.J. Dependents Health Benefits Plan.

C. Any employee not eligible for health insurance because enrolled in a medical-surgical plan through his or her spouse, may be enrolled at Board expense in the Washington National Insurance Company Class IV Disability Income Plan. Any such employee may select a higher class of coverage than Class IV provided he shall be responsible for any cost in excess of the cost borne by the Board for Class IV coverage. Any employee enrolled in the State Health Benefits Plan as outlined above, may also elect at his own expense to be enrolled in the Washington National Insurance Company Disability Income Plan.

D. New personnel shall make such election within thirty (30) days after signing their contract. Such election shall be irrevocable and no change in enrollment for any individual employee in any particular plan will be permitted until an open enrollment period offered by the State Health Benefits Program.

### XIII. TEACHER ASSIGNMENT

A. All teachers shall be given written notice of their class and/or subject assignments and room assignments for the forthcoming year as soon as possible.

B. The Superintendent shall notify all newly appointed personnel as to their specific positions, subject area and/or grade level as soon as practicable.

### XIV. VOLUNTARY TRANSFERS AND REASSIGNMENTS

A. The Superintendent shall deliver to the Association and post in the school building a list of the known vacancies.

B. Teachers who desire a change in grade and/or subject assignment may file a written statement of such desire with the Superintendent. Such statement shall include the grade and/or subject to which the teacher desires to be assigned.

### XV. INVOLUNTARY TRANSFERS AND REASSIGNMENTS

A. No vacancy shall be filled by means of involuntary transfer or reassignment without prior consideration to qualified volunteers.

B. Notice of an involuntary transfer or reassignment shall be given to a teacher as soon as practicable.

C. When an involuntary transfer or reassignment is necessary, a teacher's area of competence, major or minor field of study, length of service in the Oaklyn School District, length of service in a particular school building, and other relevant factors, including, among other things, state and/or federal laws, rules, regulations or administrative directives, shall be considered.

XX. DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 1980 and shall be in effect until June 30, 1983.

B. In addition to Article X Salary and XI Extra-Curricular Compensation any one (1) article may be opened for negotiations by either party for the 1982-1983 school year, such negotiations to commence no later than the time mandated by P.E.R.C. regulations.

C. Nothing herein contained shall prevent negotiation for a successor Agreement to occur during the life of this Agreement.

IN WITNESS WHEREOF, The Board of Education of the Borough of Oaklyn, Camden County, New Jersey and the Oaklyn Teachers Association, have caused these presents to be signed by their proper officers and their respective Corporate Seals to be annexed hereto this \_\_\_\_\_ day of \_\_\_\_\_ 1980.

ATTEST

OAKLYN BOARD OF EDUCATION

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
President

OAKLYN TEACHERS ASSOCIATION

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
President

## OAKLYN PUBLIC SCHOOLS

## SCHEDULE A

## 1980-1981 Salary Schedule

<u>Yr. of Exper.</u>	<u>Bachelor</u>	<u>Bachelor + 30</u>	<u>Master</u>	<u>Master + 30</u>
1	\$10,800.	\$11,000.	\$11,450.	\$12,200.
2	11,664.	11,880.	12,366.	13,176.
3	12,083.	12,349.	12,842.	13,659.
4	12,433.	12,699.	13,228.	14,123.
5	12,811.	13,077.	13,585.	14,502.
6	13,207.	13,471.	14,001.	14,898.
7	14,084.	14,348.	14,878.	15,774.
8	14,544.	14,809.	15,339.	16,236.
9	15,019.	15,283.	15,814.	16,710.
10	15,481.	15,744.	16,275.	17,171.
11	16,105.	16,368.	16,899.	17,795.
12	16,619.	16,830.	17,360.	18,255.
13	17,040.	17,305.	17,735.	18,732.
14	17,501.	17,766.	18,296.	19,192.
15	17,976.	18,240.	18,693.	19,667.
16	18,437.	18,701.	19,232.	20,127.
17	18,913.	19,176.	19,707.	20,603.
18	20,888.	21,153.	21,683.	22,580.

## OAKLYN PUBLIC SCHOOLS

## SCHEDULE B

## 1981-1982 Salary Schedule

<u>Yr. of Exper.</u>	<u>Bachelor</u>	<u>Bachelor + 30</u>	<u>Master</u>	<u>Master + 30</u>
1	\$11,100.	\$11,400.	\$11,800.	\$12,800.
2	12,173.	12,352.	12,871.	13,740.
3	12,626.	12,860.	13,386.	14,263.
4	13,080.	13,368.	13,901.	14,786.
5	13,459.	13,747.	14,319.	15,288.
6	13,868.	14,156.	14,706.	15,698.
7	14,297.	14,582.	15,156.	16,127.
8	15,246.	15,532.	16,105.	17,075.
9	15,744.	16,031.	16,604.	17,575.
10	16,258.	16,544.	17,119.	18,089.
11	16,758.	17,043.	17,618.	18,588.
12	17,434.	17,718.	18,293.	19,263.
13	17,990.	18,218.	18,792.	19,761.
14	18,446.	18,733.	19,198.	20,277.
15	18,945.	19,232.	19,805.	20,775.
16	19,459.	19,745.	20,235.	21,290.
17	19,958.	20,244.	20,819.	21,787.
18	20,473.	20,758.	21,333.	22,303.
19	22,611.	22,898.	23,472.	24,443.