

AGREEMENT BETWEEN
LIBERTY TOWNSHIP BOARD OF EDUCATION
AND
LIBERTY TOWNSHIP EDUCATION ASSOCIATION
1984 - 1985
1985 - 1986

X July 1, 1984 - June 30, 1986

PREAMBLE

This agreement entered into this twenty-sixth day of September, 1984, by and between the Board of Education of Liberty Township, Warren County, New Jersey, hereinafter called the "Board", and Liberty Township Education Association, hereinafter called the "Association".

WITNESSETH:

Whereas, the Board has an obligation, pursuant to Chapter 303, Public Laws, 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:

ARTICLE I

RECOGNITION

A. Unit

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations for all teaching personnel, including the nurse, and excluding per diem and long term substitutes.

ARTICLE II

GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

A grievance is a claim by a teacher based upon the interpretation, application, or violation of this agreement, policies, or Administrative decisions affecting terms and conditions of employment of a teacher or group of teachers.

2. Party in Interest

A "party in interest" is a 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, solutions to the problems. These proceedings will be kept informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Time Limits

- a. 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.
- b. The teacher or Association must file alleged grievance within ten working days. The principal has ten working days to act on grievance. The Board has fifteen working days to act on grievance.

2. Level One - Principal

A teacher with an alleged grievance shall first discuss it with his principal, either directly or through the Associations designated grievance committee, with the objective of resolving the matter informally.

3. Level Two - Board

If the person or Association is not satisfied with the level one decision, the matter then goes to the Board of Education.

4. If the grievance arises at the end of the school year, all concerned persons will make every effort to have the grievance resolved by June 30.

5. Action of employees during unresolved grievance.

During the time of unresolved grievance, employees are required to follow Board policy and/or administrative direction.

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. The Association shall have the right to be present and to state its views at all stages of the grievance procedure.

E. Miscellaneous

1. Group Grievance

If in the judgement of the Association, a grievance affects a group or class of teachers, the Association shall submit such grievance in writing to the Chief School Administrator who will communicate the problem to the Board. The Association may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

2. Written Decisions

Decisions rendered at Level One which are unsatisfactory to the aggrieved person, and all decisions rendered at Level Two 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.

3. Separate Grievance File

All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

4. Forms

Grievances shall be filed on the approved form. (Copy attached)

5. 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 III

- A. Teachers will be required to report to work ten minutes before the scheduled arrival of students, and to remain five minutes after the last students depart.
- B. Teachers attendance will be required at faculty meetings, workshops, school functions, and other events as directed by the Chief School Administrator.

- C. Any teacher accompanying a class on a class trip that requires being away overnight shall be entitled to a fifty dollar (\$50.00) reimbursement for each night, in addition to normal salary.

ARTICLE IV

Teacher shall give notice in writing sixty days prior to terminating contract.

ARTICLE V

LEAVES

A. Sick Leave

The Board agrees to allow teachers ten days sick leave per year. It is agreed that this leave will be cumulative. This does not apply when school is not in session.

Upon retiring from the Liberty Township School District, the teachers shall be reimbursed at the rate of one half of one days pay for each unused sick day based on that years current substitute teacher rate. This provision does not apply to resignation, dismissal, or early withdrawal from said school district.

B. Death Leave

The Board agrees to allow three days in the event of death of employee's spouse, child, parents, brother, sister, grandparents, or in-laws. This does not apply when school is not in session.

C. Maternity Leave

Maternity leave of absence without pay for tenured teacher may be granted to a teacher for a minimum period of two years commencing September 1, and ending June 30 of the second year. This may include the actual time of birth of the infant. If the actual birth is not included in the leave time the law applies, and the leave commences the following September 1.

ARTICLE VI

The Board agrees to reimburse teachers for the registration and tuition costs of courses approved by the Chief School Administrator up to \$2,000.00 total per calendar year while pursuing courses beyond the B.A. Degree which contributes to professional growth in the educational area. A grade of B or better is required. A maximum of six (6) credit hours per semester, and a total of twelve (12) credit hours per teacher per calendar year is permitted.

ARTICLE VII

MEDICAL BENEFITS

A. Medical Coverage

The Board agrees to pay for employee and family coverage of Blue Cross and Blue Shield. It will only apply to those teachers who have elected to take this family coverage.

B. Dental

The Board agrees to pay for employee only coverage of Program II-A of the New Jersey Dental Service Plan.

ARTICLE VIII

MISCELLANEOUS BENEFITS

Full time teachers will receive two personal days per year to be arranged for and scheduled with the Principal at least three days in advance.

The Board agrees to pay \$800.00 toward coaching salaries for each of the following seven sports:

Boys Basketball	Boys Softball	Soccer
Girls Basketball	Girls Softball	Gymnastics
	Cheerleading	

If in the judgement of the coach an assistant is needed, the person recommended for the position shall be interviewed by the Chief School Administrator and approved by the Board of Education. Payment of assistant coach is to be the responsibility of the head coach with payment coming from his/her stipend.

The Board agrees to pay up to \$1,400.00 to teachers in charge of after school activities. A schedule of after school activities, with their objectives, dates, and times of occurrence, with approval by the Administrator, will be presented to the Board to be approved and monies apportioned at the October regular meeting.

ARTICLE IX

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1984, and shall continue in effect until June 30, 1986, subject to the Association's right to negotiate over a successor Agreement. This Agreement shall expire on the date indicated. Any extension shall be mutually agreed upon in writing by the parties of the Agreement, and unless such extensions are agreed upon, this contract shall expire on the date indicated herein.

LIBERTY TOWNSHIP SCHOOL

GRIEVANCE FORM

Grievant's Name _____

Job Title and Grade _____

Description of Alleged Violation: _____

Date of Occurrence of Alleged Violation _____

Remedy Sought: _____

Date of Level One Informal Discussion with Principal _____

Level One: I am not satisfied with the outcome at Level One and wish to
proceed to Level Two

Grievant's Signature: _____ Date _____

Level Two: Board of Education

Date Received _____ Date Answered _____

Disposition: Denied _____ Granted _____

Reason: _____

I am not satisfied with the outcome at Level Two.

Grievant's Signature _____ Date _____

1984-85 Salary Guide

<u>Step</u>	<u>Bachelor</u>	<u>Bachelor + 10</u>	<u>Bachelor + 20</u>	<u>Masters</u>	<u>Masters + 30</u>
1	12780	13050	13350	13880	14180
2	13380	13650	13950	14480	14780
3	13980	14250	14550	15080	15380
4	14980	15250	15550	16080	16380
5	15680	15950	16250	16780	17080
6	16380	16650	16950	17480	17780
7	17080	17350	17650	18180	18480
8	17780	18050	18350	18880	19180
9	18480	18750	19050	19580	19880
10	19080	19350	19650	20180	20480
11	19680	19950	20250	20780	21080
12	20280	20550	20850	21380	21680
13	20980	21250	21550	22080	22380
14	21680	21950	22250	22780	23080
15	22480	22750	23050	23580	23880

LONGEVITY

When a teacher is beyond step 15 longevity will be granted for Liberty District time only as follows:

- 6-8 years Add \$300.00 to step 15
 - 9-11 years Add \$600.00 to step 15
 - 12-14 years Add \$900.00 to step 15
 - 15-17 years Add \$1,200.00 to step 15
 - 18-20 years Add \$1,500.00 to step 15
 - Over 20 years Add \$1,800.00 to step 15
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1985-86 Salary Guide

<u>Step</u>	<u>Bachelor</u>	<u>Bachelor + 10</u>	<u>Bachelor + 20</u>	<u>Masters</u>	<u>Masters + 30</u>
1	13640	13930	14250	14820	15140
2	14280	14570	14890	15460	15780
3	14920	15210	15530	16100	16420
4	15990	16280	16600	17160	17480
5	16740	17030	17350	17910	18230
6	17490	17770	18090	18660	18980
7	18230	18520	18840	19410	19730
8	18980	19270	19590	20150	20470
9	19730	20020	20340	20900	21220
10	20370	20660	20980	21540	21860
11	21010	21300	21620	22180	22500
12	21650	21940	22260	22820	23140
13	22400	22680	23000	23570	23890
14	23140	23430	23750	24320	24640
15	24000	24290	24600	25170	25490

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9-11 years	Add \$600.00 to step 15
12-14 years	Add \$900.00 to step 15
15-17 years	Add \$1,200.00 to step 15
18-20 years	Add \$1,500.00 to step 15
Over 20 years	Add \$1,800.00 to step 15