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Agreement

THIS BOOK DOES
NOT CIRCULATE

between the

**Saddle Brook
Board of Education**

and the

**Saddle Brook
Education Association**

for the

SCHOOL YEAR 1971-72

Saddle Brook, New Jersey

AGREEMENT

between the

SADDLE BROOK BOARD OF EDUCATION

and the

SADDLE BROOK EDUCATION ASSOCIATION

for the

School Year –1971-72

Saddle Brook, New Jersey

PREAMBLE

This Agreement entered into this 9th day of June, 1971 by and between the Board of Education of the Township of Saddle Brook, New Jersey, hereinafter called the "BOARD", and the Saddle Brook Education Association, hereinafter called the "ASSOCIATION".

WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing education for the children of the Saddle Brook School District is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service, and

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.** 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: all classroom teachers, department chairmen, learning disabilities personnel, psychologists and social worker, guidance personnel, nurses, librarians, and full-time supplemental teachers
but excluding: Superintendent of Schools, Principals, and Vice Principals.
- 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 – NEGOTIATION OF SUCCESSOR AGREEMENT

- A.** The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 303, Public Laws of 1968 in a good-faith effort to reach agreement of all matters concerning the terms and conditions of teachers’ employment. Such negotiations shall begin not later than October 15 of the calendar year preceding the calendar year in which this Agreement expires.
- B.** The Board shall make available to the Association for inspection all pertinent records, data, and information concerning the Saddle Brook School District.
- C.** 1. Representatives of the Board and the Association’s negotiating committee shall meet upon request, at a mutually agreed time, for the purpose of reviewing the administration of the Agreement, and to resolve

- D. 1. The practice of using a regular teacher as a substitute thereby depriving him of his preparation period is undesirable and shall be discouraged. In those cases where regular substitutes are not available, regular teachers who volunteer may be used as substitutes during their non-teaching time. In the absence of volunteers a teacher may be assigned to serve as substitute. Volunteers and assigned teachers shall be paid five dollars (\$5.00) per hour or major portion of an hour, "and \$2.50 for ½ hour (30 minutes). Total coverage for one school day shall not exceed \$30.00." The above practice shall be uniformly applied.
- 2. Such coverage shall be arranged by the principal of the school in question and shall be distributed as equitably as possible among the teachers in said school.
- E. 1. The Board and the Association agree that extra-curricular activities are educationally worthwhile.
- 2. Teacher participation in extra-curricular activities which extend beyond the regularly scheduled in-school day shall be voluntary and shall be compensated in accordance with an agreed upon schedule.
- 3. Field trips shall be scheduled and implemented in a manner which shall be mutually agreed upon by the teachers participating in them. Written permission for field trips shall be obtained from the superintendent to guarantee insurance coverage as a school sponsored activity.

ARTICLE V – TEACHER EMPLOYMENT AGREEMENT

- A. The Board agrees to hire only certificated teachers holding standard certificates issued by the New Jersey State Board of Examiners for every teaching assignment.
- B. 1. The maximum credit granted for combined past teaching and armed service experience is ten (10) years.
- 2. The maximum credit for armed service experience is four (4) years.

3. A beginning inexperienced teacher will be granted a maximum of two (2) years armed service experience the first year of teaching in Saddle Brook. An extra increment will be granted each successive year for each additional year of armed service until the maximum of four (4) years has been reached. The same provisions shall apply to service in the Peace Corps, Vista or National Teacher Corps and, time spent on a Fulbright Scholarship.

4. An additional five hundred dollars (\$500) will be paid to persons with eighteen (18) years or more service in Saddle Brook.

C. Previously accumulated unused leave days shall be restored to all returning teachers.

D. 1. Non-tenure teachers shall be advised by April 15th of the intention of the Board not to rehire.

2. So far as is practicable, a teacher shall be advised of a change in his subject or grade placement before he leaves for his summer vacation.

E. REIMBURSEMENT FOR GRADUATE COURSES

The Board agrees to reimburse teachers taking graduate courses which have been approved by the Superintendent of Schools at the following rate:

Ten dollars (\$10) per credit to a maximum of six (6) credits during a given year.

The Superintendent must be in receipt of an official transcript of course completion before payment is made to the teacher.

ARTICLE VI – SALARIES

The salaries of all teachers covered by this Agreement are set forth below:

SALARY GUIDE

Experience	BA	BA+15	MA	MA+15	MA+30
0	8000	8300	8700	9100	9500
1	8300	8600	9000	9400	9800
2	8600	8900	9300	9700	10100
3	8900	9200	9600	10000	10400
4	9200	9500	9900	10300	10750
5	9550	9850	10250	10650	11100
6	9900	10200	10600	11000	11450
7	10250	10550	10950	11350	11800
8	10600	10900	11300	11700	12200
9	11000	11300	11700	12100	12600
10	11400	11700	12100	12500	13000
11	11800	12100	12500	12900	13400
12	12250	12550	12950	13350	13850
13	12700	13000	13450	13850	14350
14			13950	14350	14850
15					15350

Those teachers who have been on a maximum step for at least one (1) year shall receive the following adjusted salaries:

13	13000	13320			
14			14340	14765	
15					15835

Guidance personnel shall be paid in accordance with the teacher salary guide and shall receive an additional stipend

of \$200. The salaries of all coaches covered by this Agreement are set forth below:

	1	2	3	4	5
Football					
Head	831	920	1009	1098	1187
Ass't.	505	594	683	772	
Basketball					
Head	801	890	979	1068	1158
Ass't.	505	594	603	772	
Wrestling					
Head	564	653	742	831	965
Ass't.	386	509	564	643	
Baseball					
Head	564	653	742	831	920
Ass't.	386	509	564	653	
Track					
Head	564	653	742	831	920
Ass't.	386	509	564	653	
Soccer					
Head	509	564	653	742	831
Ass't.	356	416	505	594	
Cross Country					
Head	445	534	623	712	
Indoor Track					
Head	326	416	505	594	
Tennis					
Head	505	594	683	772	
Bowling					
Head	265	318	371	424	
Golf					
Head	265	318	371	424	
Cheerleaders					
Head	318				
Ass't.	212				
Majorettes	318				

The salaries for all non-degree Registered Nurses covered by this Agreement are set forth below:

<u>Experience</u>	<u>Salary</u>
0	6350
1	6650
2	6950
3	7250
4	7550
5	7850
6	8150
7	8450
8	8750
9	9050
10	9350

The Head Nurse of the Saddle Brook School District shall receive a stipend of \$300 above her proper step on the above salary guide.

The stipends for teachers involved in other extra-curricular activities shall be as indicated below:

<u>Activity</u>	<u>Stipend</u>
Junior Class Advisor	185
Senior Class Advisor	240
Senior Play Advisor	320
High School Yearbook Advisor	455
Student Council Advisor	350
High School Band Director	583
Elementary Band Director	371
Elementary Choral Director	371
High School Literary Magazine Advisor	100
High School Newspaper Advisor	455
Athletic Director of High School	900
Department Chairman	750
Head Teacher at Coolidge School	750
Home Economic Coordinator	215
Girls Health & Physical Ed Coordinator	265

Girls Intramurals	530
Boys Intramurals	530
Speech Coordinator	215
Elementary Athletic Supervisor	400

ARTICLE VII – INSURANCE PROTECTION

The Board agrees to provide without cost to the employee the Public and School Employee Health Insurance Program administered through the New Jersey Division of Pensions under individual plan.

The Board agrees to provide eighty percent (80%) of the cost of the above program under the family plan where applicable to the employee.

**ARTICLE VIII – TEACHER ADMINISTRATION
LIAISON**

The Teacher-Administration Liaison Committee shall consist of equal representation from the Association and the Administration and/or the Board. The committee will jointly explore and investigate each of the following, but will not be limited to:

- Assignment, Reassignment and Transfer of Teachers
- Promotions
- Teacher Evaluation
- Teacher Facilities and Supplies
- Professional Development
- Curriculum Study
- Protection of Teachers, Students and Property
- Classroom Discipline

ARTICLE IX – WITHHOLDING OF INCREMENTS

It shall be clearly understood by both parties that the salary schedules do not guarantee an automatic salary increase. The Board reserves the right to withhold for

inefficiency or other good cause, any and all employment adjustments and increments. In the event the Board wishes to exercise such a right, it does hereby agree to follow this procedure:

1. Whenever the Superintendent of Schools decides to submit a recommendation to the Board to withhold a salary increment, the employee to be so deprived shall be put on notice of this recommendation.
2. Arrangements shall be made to afford said employee a reasonable opportunity to speak in his own behalf before the Board. Such a meeting before the Board shall not constitute a plenary hearing.
3. The Board will not take necessary formal action until a date subsequent to the above meeting.
4. If the resultant action of the Board is to withhold an increment, it shall, within ten (10) days, give written notice of such action, together with the reasons therefor, to the employee concerned.

ARTICLE X – DURATION OF AGREEMENT

- A. Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations, and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce nor otherwise detract from any teacher benefit existing prior to its effective date.
- B. Any individual contract between the Board and any individual teacher, heretofore or hereafter executed, shall be subject to any consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement,

this Agreement, during its duration, shall be controlling.

- C. In witness whereof the Association has caused this Agreement to be signed by its President and Secretary and the Board has caused this Agreement to be signed by its Negotiations Chairman, a member of its Negotiations Committee, attested by its Secretary and its corporate seal to be placed hereon, all on the day and year written below.

June 9, 1971

SADDLE BROOK EDUCATION ASSOCIATION

BY /s/ Bernard J. McGarry

Its President

BY /s/ Virginia Noir

Its Secretary

SADDLE BROOK BOARD OF EDUCATION

BY /s/ Charles R. Ernest

Its Negotiations Chairman

BY /s/ Alfred Dellon

Its Negotiations Committee Member

BY /s/ William C. Frenzel

Its Board Secretary

1970-71

Board of Education

President Lawrence Biggs
Vice President Raymond Santa Lucia

Michael Brett Charles Ernest
Alfred Dellon Charles Garberino
Alan Edwards William Kressen
Mrs. Anne Purnell

Superintendent of Schools Richard G. McManus
Secretary-Business Manager William C. Frenzel

Negotiations Committee

Charles Ernest - Chairman
Michael Brett
Alfred Dellon
Charles Garberino

1970-71

Saddle Brook Education Association

President Bernard J. McGarry
Vice President Jerry Gutwetter
Treasurer Claude Garelik
Secretary Virginia Noir

Negotiations Team

Bernard J. McGarry, Chairman
Elaine Rudrow
Paul Sabo
Helen MacDonald

