

THIS BOOK DOES  
NOT CIRCULATE

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A G R E E M E N T

-Between-

BOARD OF EDUCATION OF THE  
BOROUGH OF SOMERDALE, IN  
THE COUNTY OF CAMDEN

-and-

SOMERDALE EDUCATION ASSOCIA-  
TION

Dated:

*Feb. 10, 1969*

\* \* \* \* \*

Curry, Purnell & Greene  
709 Market Street  
Camden, N. J. 08102

1969-71

4-0015

04-31

THIS AGREEMENT entered into this 10th day of February, 1969, by and between the BOARD OF EDUCATION OF THE BOROUGH OF SOMERDALE, IN THE COUNTY OF CAMDEN, New Jersey, hereinafter called the "Board" and the SOMERDALE EDUCATION ASSOCIATION, hereinafter called the "Association".

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 terms and conditions of employment, and

WHEREAS, the parties have negotiated and reached certain understandings which they desire to confirm in this Agreement,

It is hereby agreed as follows:

#### ARTICLE I

##### RECOGNITION AND BARGAINING UNIT

1.1 The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for all employees as hereinafter defined, employed or to be employed by the Board.

1.2 The term "Employees" as used in this Agreement shall be deemed to mean the professional teaching staff, department coordinators, librarians, guidance personnel, nurses, secretaries and clerks. Substitute teachers are not employees within the provisions of this Agreement.

#### ARTICLE II

##### GRIEVANCE POLICIES

##### PROCEDURE FOR ADOPTION OF PERSONNEL POLICIES

2.1 The board of education shall provide a method whereby the professional staff through their official representatives, the superintendent and the board of education shall jointly develop personnel policies.

K 5 July 1, 1969 - June 30, 1971

2.2 The board of education shall at all times carry on discussions with the professional staff through their official representatives before making any policy change with respect to (1) working conditions, (2) salaries and (3) other conditions of professional service.

2.3 Personnel policies of the board of education shall include a procedure for the mutual discussion of individual grievances by employees and their chosen representatives.

### ARTICLE III

#### INDIVIDUAL GRIEVANCE PROCEDURE

3.1 Any individual member of the professional staff shall have the right to appeal the application of policies and administrative decisions affecting him through recognized administrative channels.

3.2 In presenting his personal professional grievances, the member of the staff shall be assured freedom from prejudicial action in presenting his appeal.

3.3 He shall have the right to present his own appeal or to designate representatives of the local teachers' organization or another person of his own choosing to appear with him or for him at any step in his appeal.

3.4 Any professional employee who has a grievance shall appeal it to his immediate superior, and if necessary, continue the appeal to the next person in line until reaching the superintendent of schools.

3.5 If the grievance is not settled after reaching the superintendent of schools, it shall be referred to the professional relations committee of the local teachers' organization for consideration.

3.6 If the professional relations committee determines that the grievance has or may have merit, it shall recommend that the grievance be heard by the board. 4

3.7 If the professional relations committee determines that the grievance is without merit, it will so advise the employee and a copy of its findings shall be sent to the superintendent of schools and to the board of education.

3.8 An employee whose grievance has been determined to be without merit by representatives of his local teachers' organization shall have the right of appeal to the board of education. 5

#### ARTICLE IV

##### GROUP NEGOTIATIONS

4.1 When a matter of personnel policy is to be referred for negotiation, a written request for a preliminary meeting with the superintendent shall be submitted by the teacher organization. Such a request must specify the subject matter under discussion.

4.2 As a result of this preliminary meeting, (1) the teacher organization and the superintendent may elect to resolve the problem and to develop jointly recommendations that shall be submitted in writing to the board of education for consideration and approval, or (2) either party may request that a negotiation meeting between the board of education and the teacher organization be arranged, in which case such meeting shall be convened within a 30-day period. If mutually agreeable, the superintendent shall serve as the chairman of the negotiations meeting.

4.3 Throughout the period of negotiations with the board of education on any subject, teacher representatives or board members may meet and consult with the superintendent in advisory discussions on the subject under consideration.

4.4 Facts, opinions, proposals and counter-proposals will be exchanged freely during the meeting or meetings in an effort to reach mutual understanding and agreement.

4.5 When the board and teacher representatives reach agreement, the recommendations for written personnel policies shall be presented to the entire board of education for consideration and adoption.

4.6 If the board and teacher representatives are unable to agree, all reasonable means, including the use of consultants, shall be employed in an effort to reach agreement.

#### ARTICLE V

#### SALARIES

5.1 The schedule annexed hereto and made part hereof sets forth the salaries of all employees as defined in paragraph 1.2 except secretaries, and clerks and nurses.

*K.A.K.*  
*O.P.*  
*msb.*  
*7/1/69*

#### ARTICLE VI

#### DURATION OF AGREEMENT

6.1 The provisions of Article I hereof "Recognition and Bargaining Unit" shall be effective upon the date of signing this Agreement and all other provisions of this Agreement shall be effective as of July 1, 1969, and all provisions of this Agreement

shall continue in effect until June 30, 1971.

IN WITNESS WHEREOF, the Board has caused this Agreement to be signed by its President, attested by its Secretary and its corporate seal to be placed hereon and the Association has caused this Agreement to be signed by its President and Secretary.

THE BOARD OF EDUCATION OF THE  
BOROUGH OF SOMERDALE, IN THE  
COUNTY OF CAMDEN

By Katherine A. Kice  
President

Attest:

Violet Mshock  
Secretary

SOMERDALE EDUCATION ASSOCIATION

By Olga Prychka  
President

Attest:

Marcelline S. Holt  
Secretary

TEACHERS SALARY GUIDE 1969-70

A

| <u>Years</u> | <u>Bachelors</u> | <u>Bachelors+30</u> | <u>Masters</u> | <u>Masters+30</u> | <u>Ed. D.</u> |
|--------------|------------------|---------------------|----------------|-------------------|---------------|
| 1            | 6300.            | 6600.               | 6900.          | 7200.             | 7500.         |
| 2            | 6600.            | 6900.               | 7200.          | 7500.             | 7800.         |
| 3            | 6900.            | 7200.               | 7500.          | 7800.             | 8100.         |
| 4            | 7200.            | 7500.               | 7800.          | 8100.             | 8400.         |
| 5            | 7500.            | 7800.               | 8100.          | 8400.             | 8700.         |
| 6            | 7800.            | 8100.               | 8400.          | 8700.             | 9000.         |
| 7            | 8100.            | 8400.               | 8700.          | 9000.             | 9300.         |
| 8            | 8400.            | 8700.               | 9000.          | 9300.             | 9600.         |
| 9            | 8700.            | 9000.               | 9300.          | 9600.             | 9900.         |
| 10           | 9000.            | 9300.               | 9600.          | 9900.             | 10200.        |
| 11           | 9300.            | 9600.               | 9900.          | 10200.            | 10500.        |
| 12           | 9600.            | 9900.               | 10200.         | 10500.            | 10800.        |

TEACHERS SALARY GUIDE 1970-71

|    |       |        |        |        |        |
|----|-------|--------|--------|--------|--------|
| 1  | 6600. | 6900.  | 7200.  | 7500.  | 7800.  |
| 2  | 6900. | 7200.  | 7500.  | 7800.  | 8100.  |
| 3  | 7200. | 7500.  | 7800.  | 8100.  | 8400.  |
| 4  | 7500. | 7800.  | 8100.  | 8400.  | 8700.  |
| 5  | 7800. | 8100.  | 8400.  | 8700.  | 9000.  |
| 6  | 8100. | 8400.  | 8700.  | 9000.  | 9300.  |
| 7  | 8400. | 8700.  | 9000.  | 9300.  | 9600.  |
| 8  | 8700. | 9000.  | 9300.  | 9600.  | 9900.  |
| 9  | 9000. | 9300.  | 9600.  | 9900.  | 10200. |
| 10 | 9300. | 9600.  | 9900.  | 10200. | 10500. |
| 11 | 9600. | 9900.  | 10200. | 10500. | 10800. |
| 12 | 9900. | 10200. | 10500. | 10800. | 11100. |

B

All teachers not on guide in 1969-70 shall be given a double increment, and if necessary, an adjustment increment of 50% of the amount between the proposed salary with double increment and the proper place on the guide. All teachers not on guide in 1970-71 will be given a double increment and an adjustment increment to complete the balance to place them on the proper step of the guide.

C

The payment for incentive courses taken according to Board policy shall be increased from \$100. a year to \$150. per year.