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COLLECTIVE NEGOTIATION AGREEMENT

WHEREAS, the undersigned teachers' representatives have been designated by a majority of the present teachers employed by the Board of Education of the Borough of Bloomsbury, in the County of Hunterdon and State of New Jersey, as representatives of said teachers for the purposes of collective negotiation pursuant to the New Jersey Employer-Employee Relations Act;

AND WHEREAS, these teachers' representatives have presented certain demands to the Board and the Board and the representatives have negotiated concerning the same and have come to an agreement;

NOW THEREFORE, WITNESSETH that the Board of Education of said Borough of Bloomsbury and said teachers' representatives hereby agree that the following shall be included among the terms and conditions of employment for the new 1972-73 school year for teachers employed by this Board:

1. The following individual grievance procedure shall apply:

- Step 1. Any teacher who has a grievance shall discuss it first with his principal in an attempt to resolve the matter informally at that level.
- Step 2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the teacher within one (1) calendar week, he shall set forth his complaint in writing to the principal. The principal shall communicate his decision to the teacher in writing within three (3) school days of receipt of the written complaint.
- Step 3. The teacher may appeal the principal's decision to the Board of Education. The appeal to the Board must be in writing and set forth the grounds upon which the grievance is based. The Board of Education shall request a report on the grievance from the principal, shall confer with the concerned parties and, upon request, with the teacher or principal separately. The Board shall attempt to resolve the matter as quickly as possible but within a period not to exceed thirty (30) calendar days. The decision rendered by the Board shall be communicated in writing, along with supporting reasons, to the teacher and the principal.

2. The revised salary guide for teachers, a copy of which is annexed hereto as Exhibit A, shall apply.

3. In addition to each teacher's other compensation, he or she will be entitled to be covered, if eligible, by Blue Cross and Blue Shield hospitalization insurance, the cost of the premium for such individual teacher to be paid for by the Board.

4. Unless excused by the school administration, all teachers will be at school each school day from at least one-half hour before the start of classes until one-half hour after the close of classes, and shall attend all teachers' meetings called by the school administration.

5. Teachers will be allowed two personal leave days, with pay, which may be taken at their discretion provided they give the principal due notice of their intention to be absent. Any teacher who is absent more than two days, unless sick or excused by the school administration, shall pay the Board the cost of hiring a substitute teacher to replace him, or her.

6. The school calendar for the 1972-73 school year shall be developed by the teachers and submitted by the teachers, in writing, to the Board of Education prior to April 15, 1972. The school calendar, as developed and submitted by the teachers, shall be adopted as the school calendar for the 1972-73 school year, unless the proposed calendar, submitted by the teachers, is vetoed by action of the Board. In the event that the teachers fail to submit to the Board of Education a proposed school calendar by April 15, 1972, or in the event that no proposed school calendar which has been so submitted by such date has been found acceptable by the Board, then the Board shall have the right to develop and adopt a school calendar for the 1972-73 school year.

Notwithstanding the foregoing, the board and the teachers and their representatives recognize that the calendar

which is adopted may be altered due to inclement weather, or other cause, which the school administration determines necessitates the cancellation of school sessions. The parties hereto agree that in all events the school year shall consist of 180 days, and that any day, or days, which must be added to reach 180, shall be added at the end of the normal school year.

7. The Secretary of the Board of Education shall deduct New Jersey Education Association dues from each teacher's salary, where applicable.

8. The Secretary of the Board of Education shall furnish at the end of each school year to each employee a list of sick days used by such employee in that year.

IN WITNESS WHEREOF, the teachers' representatives have signed hereunto on behalf of the said teachers and the Board has caused its proper officers to sign hereunto on behalf of the Board, this 17th day of February, 1972.

BOARD OF EDUCATION OF THE
BOROUGH OF BLOOMSBURY

By
FORREST W. SHUB, SR. President

FRANK F. FICHER Secretary

TEACHERS' REPRESENTATIVES

CAROL L. ANDREWS

CLARA W. VOORHEES

EXHIBIT A

1. Except as hereinafter provided, the salary schedule for an academic year in the district (a) for a teacher who does not hold a bachelor's degree or its equivalent shall be as provided in Column A below, (b) for a teacher who holds a bachelor's degree or 128 credits shall be as provided in Column B below, (c) for a teacher who holds a bachelor's degree plus 30 graduate credits shall be as provided in column C below, (d) for a teacher who holds a master's degree shall be as provided in Column D below, (e) for a teacher who holds a master's degree plus 30 graduate credits shall be as provided in Column E below.

| <u>Years of Employment</u> | <u>A</u> | <u>B</u> | <u>Salary</u> <u>C</u> | <u>D</u> | <u>E</u> | <u>Employment Increment</u> |
|----------------------------|----------|----------|---------------------------|----------|----------|-----------------------------|
| 1 | \$7,070 | \$7,700 | \$8,015 | \$8,330 | \$8,960 | — |
| 2 | 7,370 | 8,000 | 8,315 | 8,630 | 9,260 | \$300 |
| 3 | 7,670 | 8,300 | 8,615 | 8,930 | 9,560 | 300 |
| 4 | 7,970 | 8,600 | 8,915 | 9,230 | 9,860 | 300 |
| 5 | 8,320 | 8,950 | 9,265 | 9,580 | 10,210 | 350 |
| 6 | 8,670 | 9,300 | 9,615 | 9,930 | 10,560 | 350 |
| 7 | 9,020 | 9,650 | 9,965 | 10,280 | 10,910 | 350 |
| 8 | 9,370 | 10,000 | 10,315 | 10,630 | 11,260 | 350 |
| 9 | 9,720 | 10,350 | 10,665 | 10,980 | 11,610 | 350 |
| 10 | 10,120 | 10,750 | 11,065 | 11,380 | 12,010 | 400 |
| 11 | 10,520 | 11,150 | 11,465 | 11,780 | 12,410 | 400 |
| 12 | 10,920 | 11,550 | 11,865 | 12,180 | 12,810 | 400 |
| 13 | 11,320 | 11,950 | 12,265 | 12,580 | 13,210 | 400 |
| 14 | 11,720 | 12,350 | 12,665 | 12,980 | 13,610 | 400 |

2. In addition to the salary shown by the foregoing schedule, each teacher who has been employed by the Board of Education of the Borough of Bloomsbury for 10 school years, shall be entitled to a longevity increment for the next 5, and every additional 5, school years of such teacher's employment by the Board, as follows:

| <u>School Year</u> | <u>Longevity Increment</u> |
|----------------------|----------------------------|
| 1. 11th through 15th | \$100 |
| 2. 16th through 20th | An additional \$100 |
| 3. 21st through 25th | An additional \$100 |
| 4. 26th through 30th | An additional \$100 |
| 5. 31st through 35th | An additional \$100 |
| 6. 36th through 40th | An additional \$100 |
| 7. 41st through 45th | An additional \$100 |
| 8. 46th through 50th | An additional \$100 |

3. Every teacher now holding employment in the district shall be entitled to an adjustment increment for the 1974-75 school year which will place him at his proper place on the foregoing schedule according to his appropriate training level column and years of employment.

4. Whenever a person shall hereafter accept employment as a teacher in the district, his initial place on the salary schedule shall be at such point as may be agreed upon by the teacher and the Board of Education.

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1. Except as hereinafter provided, the salary schedule for an academic year in the district (a) for a teacher who does not hold a bachelor's degree or its equivalent shall be as provided in Column A below, (b) for a teacher who holds a bachelor's degree or 128 Board approved credits shall be as provided in Column B below, (c) for a teacher who holds a bachelor's degree plus 15 Board approved credits shall be as provided in column C below, (d) for a teacher who holds a master's degree, or a bachelor's degree plus 30 Board approved credits, shall be as provided in Column D below, (e) for a teacher who holds a master's degree plus 30 Board approved credits shall be as provided in Column E below.

| Years of Employment | A | B | C | D | E | Employment Increase |
|---------------------|------------|--------|-----------|-----------|--------|---------------------|
| 1 | \$7,500.50 | 8,250 | 8,500.75 | 8,911.50 | 89,573 | --- |
| 2 | 7,800.50 | 8,550 | 8,800.75 | 9,211.50 | 9,873 | 8300 |
| 3 | 8,100.50 | 8,850 | 9,100.75 | 9,511.50 | 10,173 | 300 |
| 4 | 8,400.50 | 9,150 | 9,400.75 | 9,811.50 | 10,473 | 300 |
| 5 | 8,830.50 | 9,500 | 9,830.75 | 10,161.50 | 10,823 | 350 |
| 6 | 9,100.50 | 9,850 | 10,100.75 | 10,511.50 | 11,173 | 350 |
| 7 | 9,530.50 | 10,200 | 10,530.75 | 10,861.50 | 11,523 | 350 |
| 8 | 9,800.50 | 10,550 | 10,800.75 | 11,211.50 | 11,873 | 350 |
| 9 | 10,230.50 | 10,900 | 11,230.75 | 11,561.50 | 12,223 | 350 |
| 10 | 10,630.50 | 11,300 | 11,630.75 | 11,961.50 | 12,623 | 400 |
| 11 | 11,030.50 | 11,700 | 12,030.75 | 12,361.50 | 13,023 | 400 |
| 12 | 11,430.50 | 12,100 | 12,430.75 | 12,761.50 | 13,423 | 400 |
| 13 | 11,830.50 | 12,500 | 12,830.75 | 13,161.50 | 13,823 | 400 |
| 14 | 12,230.50 | 12,900 | 13,230.75 | 13,561.50 | 14,223 | 400 |
| 15 | 12,630.50 | 13,300 | 13,630.75 | 13,961.50 | 14,623 | 400 |

2. In addition to the salary shown by the foregoing schedule, each teacher who has been employed by the Board of Education of the Borough of Hloonsbury for 10 school years shall be entitled to a longevity increment for the next 5, and every additional 5, school years of such teacher's employment by the Board, as follows: