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15-02

Board of Education

DOCUMENT OF AGREEMENT

1974-75

Board of Education
Borough of Bay Head
Ocean County, New Jersey

Bay Head Teachers Assn.
Bay Head School District
Ocean County, New Jersey

RECOGNITION

The Board of Education, Borough of Bay Head, Ocean County, New Jersey, hereby recognizes the Bay Head Teachers Association as the organization which represents the majority of teachers in the Bay Head School for purposes of collective negotiations concerning terms and conditions of employment for school year 1974-75, beginning September 1, 1974 and ending June 30 1975.

Bay Head Board of Education

TERMS AND CONDITIONS OF EMPLOYMENT

1. Salary schedule for school year 1974-75:

<u>Step</u>	<u>BA</u>	<u>BA + 30</u>	<u>MA</u>	<u>MA + 30</u>
1	\$8,800.	\$9,150.	\$9,450.	\$10,050.
2	9,175.	9,525.	9,825.	10,425.
3	9,550.	9,900.	10,200.	10,800.
4	9,925.	10,275.	10,575.	11,175.
5	10,325.	10,675.	10,975.	11,575.
6	10,725.	11,075.	11,375.	11,975.
7	11,125.	11,475.	11,775.	12,375.
8	11,525.	11,875.	12,175.	12,775.
9	11,925.	12,275.	12,575.	13,175.
10	12,375.	12,725.	13,025.	13,625.
11	12,825.	13,175.	13,475.	14,075.
12	13,275.	13,625.	13,925.	14,525.
13	13,725.	14,075.	14,375.	14,975.
14	14,175.	14,525.	14,825.	15,425.
15	14,675.	15,025.	15,325.	15,925.

To be eligible for the BA + 30 scale, teachers shall produce transcripts from accredited colleges indicating that the 30 credits are graduate credits. To be eligible for the MA+30 scale, teacher transcripts shall indicate that the credits are graduate credits taken after the conferring of the Master's Degree.

2. For each eligible teacher the Board of Education will pay the Full Family coverage under the New Jersey Health Benefits Program, which includes Blue Cross/Blue Shield, Rider J and Major Medical coverage.
3. Teachers having 10 years' service with the Bay Head School System and a total of 20 years' teaching experience, including the service with the Bay Head School System, shall be entitled to an additional salary step of \$500.00.

LEAVE POLICY

(Adopted October 11, 1966)

(Para. 2 and 3 Amended 1974-75 Negotiations)

The following categories suggest areas for leave with full pay. This policy will apply to all full time personnel.

1. Ten days for personal illness or "sick leave" as defined in New Jersey statutes 18A:30-1 through 6. These days are cumulative from year to year.
 - (a) A teacher transferring to Bay Head from another district within New Jersey will be allowed one-half of her unused sick leave, not to exceed 10 days.
 - (b) A teacher who is absent for three or more consecutive school days will submit a physician's certificate to the principal upon her return.
2. Personal Leave applies to situations of a personal nature whereby a teacher must be absent from her class. These days are not cumulative.
 - (a) Up to 5 days allowed for death in the immediate family. The immediate family will include, father, mother, spouse, child.
 - (b) Up to 3 days allowed for death of a relative. Relative will include brother, sister, mother-in-law, father-in-law, and teacher's grandparents.
 - (c) One day allowed for death of an aunt, uncle, first cousin, neice or nephew.
 - (d) Three days allowed for personal business. Personal business shall include legal matters, religious observance, post graduate graduation.
 - (e) The Board of Education upon recommendation of the principal reserves the right to grant leave time with full pay for reasons not enunciated herein.
3. Maternity Leave, it is recommended that;
 - (a) As soon as any married woman teacher's pregnancy is medically certified, she shall apply for a leave of absence, and shall accept a leave of absence as provided in these regulations.
 - (b) A maternity leave of absence, without pay, may be for a period of a year and a half (18 calendar months). The expiration of all maternity leaves shall coincide with the beginning of the school year unless the Board and the teacher mutually agree to a different re-entry time.
 - (c) Nothing in these regulations shall be construed as obligating to the Board of Education to grant leaves of absence to married women teachers who are not under tenure.
 - (d) The name of the teacher on maternity leave may be placed on the substitute list.

4. Professional visitation of one day will be allowed each teacher with the approval of the administrative principal. A brief report of this visitation will be conveyed to the principal at the teacher's earliest convenience.

Grievance Procedure

1. A grievance is defined as a dissatisfaction with an application of policy or an administrative decision regarding an employee's condition of employment.
2. Airing of the grievance shall take these steps:
 - a. Employee shall discuss the grievance with the principal.
If not resolved,
 - b. Employee shall meet in committee with the principal and one fellow employee of the former's choosing. If not resolved,
 - c. Employee shall submit the grievance in writing to a committee composed of those personnel in Step b., meeting with the Personnel Committee of the Board of Education. If not resolved,
 - d. Employee shall submit the written grievance to the Board of Education. The Board shall take formal action as soon as feasible.
 - e. If employee does not accept the decision of the Board, he may at his own expense, appeal the decision to the Public Employees Relations Commission (PERC).
3. This grievance procedure or any succeeding grievance procedure can, in no way infringe upon the statutory right of the Board of Education to exercise its prerogative to rehire or not rehire a teacher who has not acquired tenure in this district.

Duration of Agreement

This agreement shall be effective as of September 1, 1974 and shall continue in effect until June 30, 1975.

In witness whereof the Bay Head Teachers Association has caused this Agreement to be signed by its President and Secretary and the Board of Education has caused this Agreement to be signed by its President, attested by its Secretary, and its corporate seal to be placed hereon, on this 9 day of April 1974.

BAY HEAD TEACHERS ASSOCIATION

Celia Scilia
President

M. Martin
Secretary

BAY HEAD BOARD OF EDUCATION

Gerald F. Murphy
President

Dorothy S. Mason
Secretary