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THIS BOOK DOES
NOT CIRCULATE

AGREEMENT

THIS AGREEMENT is entered into this 16 th day of December, 1970 by and between THE BOARD OF EDUCATION OF THE TINTON FALLS SCHOOLS, hereinafter called "Board", -and- TINTON FALLS SCHOOLS TEACHERS ASSOCIATION, hereinafter called "T.F.S.T.A.", for the academic year 1971-1972.

ARTICLE 1 - RECOGNITION

1. The Board does hereby recognize T.F.S.T.A. as the majority representative for collective negotiation, pursuant to Chapter 303, Laws of 1968, concerning the terms and conditions of employment of certificated employees in each of the following units: Nurses, librarians and classroom teachers, provided the inclusion hereof of the foregoing assignments shall not limit the right of the Board to discontinue or make increases, decreases or changes in the personnel assigned to these duties. This recognition includes part-time certificated personnel but not substitute teachers.

2. This recognition shall continue in effect until a successor majority representative for collective negotiation shall have been selected and designated pursuant to law or unless sooner terminated according to law.

ARTICLE II - NEGOTIATION PROCEDURE

1. The parties agree to enter into collective negotiations of an amendatory Agreement in accordance with Chapter 303, Public Laws of 1968, in a good faith effort to reach agreement on the matters covered by said law, provided T.F.S.T.A. continues as the majority representative during the next succeeding academic year, and in further negotiations either party may use a professional

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negotiator to act on its behalf if it so desires.

2. Subject to the foregoing, no later than November 1, 1971, the parties shall exchange proposals for new rules or modifications of existing rules. No later than, but if possible earlier than, November 15, 1971, the parties shall commence collective negotiation sessions. If by January 1, 1972, either party believes that successful resolution of all differences cannot be achieved, then and in that event either party shall have available to them the procedures set forth in Chapter 303, Laws of 1968, pertaining to mediation, and if that does not succeed, then fact-finding or such other methods which are now or may hereafter be available by statute or applicable regulation of the Public Employment Relations Commission.

3. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment as established by the rules, regulations and/or policies of the Board in force on the effective date of this Agreement to the certificated employees designated in Article I-Recognition shall continue to be so applicable during the term of this Agreement except as the same may be modified or changed as provided by statutes applicable hereto and more particularly Chapter 303 of Laws of 1968. Nothing contained herein, unless expressly so provided, shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any teacher benefits or duties existing prior to the effective date of this Agreement.

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4. The Board agrees not to negotiate concerning the terms and conditions of employment of the aforementioned certificated employees other than with T.F.S.T.A., during the term of this Agreement, except as provided by N.J.S.A. 34:13A-5.3. This Agreement shall not be construed as precluding the parties hereto from mutually amending this Agreement in writing. This Agreement incorporates the entire understanding of the parties as to negotiations between them for the academic year 1971-1972, and is limited to such academic year.

5. It is understood and agreed that every part of this agreement may be opened for renegotiation in connection with an amendatory Agreement for the academic year 1972-1973.

ARTICLE III - SCHOOL CALENDAR

A committee of teachers representing the Tinton Falls Schools, Eatontown and Monmouth Regional school districts, may formulate a proposed 1971-1972 school calendar with the aid of the districts' superintendents. Two orientation days are to be included, with the further provision that no in-service days are to be scheduled before September 1st. Responsibility for the final adoption of the school calendar rests with each school board by law.

ARTICLE IV - PERSONAL LEAVE

1. Present policy for certificated employees as stipulated in the Tinton Falls Schools Teacher's Manual shall continue for the term of this Agreement, except that the allowance for personal leave shall be three days in the academic year 1971-72.

2. Wherever possible the administration should have two days warning.

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3. Personal leave is not to be taken the day immediately before or after school is closed for a holiday or vacation, except in the case of emergency and with the consent of the Superintendent, nor is personal leave to be construed as vacation time.

4. Leave for part-time certificated employees shall be on a pro rata basis.

ARTICLE V - PROFESSIONAL AND SICKNESS LEAVE

1. Two days of professional leave for certificated employees may be authorized by the Superintendent during the academic year 1971-72, with the additional proviso that for specific professional events the Superintendent will be empowered to grant up to 5 days.

2. Present policy regarding professional and sickness leave as stipulated in the Tinton Falls Schools Teacher's Manual shall be continued.

ARTICLE VI - MEDICAL INSURANCE PROTECTION

1. The Board shall provide the following health care insurance protection for all certificated employees covered by this Agreement except part-time personnel employed on less than a 4/5 basis. The Board shall make payment of full individual or full family insurance premiums as appropriate to provide insurance coverage for the full twelve-month period for the following insurance at regular rates:

- a. Hospitalization benefits
- b. Surgical benefits
- c. Rider J benefits
- d. Major Medical benefits

2. Employees with dependents insured elsewhere vis-a-vis the above benefits shall not be eligible for dependent coverage at Tinton Falls School unless such coverage is relinquished at the

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dependent's place of employment. Employees with a spouse in military service are not eligible for the medical benefits rendered.

3. The Board reserves the right to change the carrier. If this is to be done, the proposal will be submitted to the T.F.S.T.A. Executive Board for examination, but not approval.

ARTICLE VII - SABBATICAL LEAVE

1. The Board will entertain requests from teachers with at least ten years service in the district for a sabbatical leave. This leave must be for the full school year and be for the purpose of study. Reimbursement will be paid by the Board at 50 per cent of the normal salary rate for that year. It is not expected that the Board will be able to support more than one such leave per school year.

2. Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of his absence.

ARTICLE VIII - HOME INSTRUCTION

1. The Board will pay \$6.75 per hour for home instruction, this rate to include the cost of mileage.

ARTICLE IX - TEACHER ASSIGNMENTS

1. Class and/or subject assignments for the following year will be supplied by the administration in writing at least 15 days prior to school opening. In the event that last minute changes become necessary, prompt notification will be made to the last known address.

ARTICLE X - COURSE PAYMENTS

1. The Board will pay \$25 per credit per course for courses approved by the Superintendent. Courses which are required to hold a position or to complete the requirements for full certification will not apply.

ARTICLE XI - TEACHERS' SALARY GUIDE

1. The Teachers' salary guide for the 1971-72 year shall be as shown on this Teachers' Salary Guide.

Salary Guide 1971-72

<u>Step</u>	<u>Bachelor's Degree</u>	<u>Bachelor's Degree + 30</u>	<u>Master's Degree</u>	<u>Master's Degree + 15</u>	<u>Master's Degree + 30</u>
1	\$7650	\$7950	\$8250	\$8550	\$8850
2	8050	8350	8650	8950	9250
3	8450	8750	9050	9350	9650
4	8850	9150	9450	9750	10,050
5	9250	9550	9850	10,150	10,450
6	9650	9950	10,250	10,550	10,850
7	10,050	10,350	10,650	10,950	11,250
8	10,450	10,750	11,050	11,350	11,650
9	10,850	11,150	11,450	11,750	12,050
10	11,250	11,550	11,850	12,150	12,450
11	11,650	11,950	12,250	12,550	12,850
12	12,050	12,350	12,650	12,950	13,250
13	12,450	12,750	13,050	13,350	13,650

Upon signing the 20 th contract in the district the individual teacher will receive an increase of \$ 500.00 .

ARTICLE XII - SCHOOL ACTIVITIES STIPEND SCHEDULE

1. The Teachers' Stipend Schedule for the 1971-1972 year shall be as shown on the following School Activities Stipend Schedule.

School Activities Stipend Schedule

Boys' Soccer	\$200
Basketball	200
Track	200
Girls' Cheerleading	200
Girls' Basketball	150
Girls' Softball	150
Yearbook	150
Newspaper	150
Student Patrol	200
Girls' Swimming River Intramurals	200
Washington Trip Chaperons	20 per day

ARTICLE XIII - DURATION OF AGREEMENT

1. This Agreement shall be effective as of July 1, 1971, and shall continue in effect until June 30, 1972.

IN WITNESS THEREOF the parties hereto have caused this agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals affixed hereto, all on the day and year first above written.

THE TINTON FALLS SCHOOLS BOARD OF EDUCATION

by *Joan Kamin*
President

Attest:

Robert Daigneault
Secretary

Date December 16, 1970

THE TINTON FALLS SCHOOLS TEACHERS ASSOCIATION

by *Walter Guilance*
President

Attest:

Michael J. Hamme
Secretary

Date December 16, 1970