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RESOLUTION

THIS BOOK DOES NOT CIRCULATE

WHEREAS, the Board has determined that it is in the best interest of the School District to adopt a salary policy in pursuance of the authority vested in the Board by New Jersey Revised Statutes 18A:29-4.1;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE TOWNSHIP OF WARREN IN THE COUNTY OF SOMERSET, that the Salary Policy and Schedule hereto attached and made a part hereof be and the same is hereby adopted, to become effective July 1, 1969; and

WHEREAS, the certificated teachers employed by this Board of Education have selected WARREN TOWNSHIP EDUCATION ASSOCIATION as their exclusive representative for collective negotiation concerning the terms and conditions of employment of said employees, pursuant to Chapter 303 P. L. 1968; and

WHEREAS, pursuant to said statute, the Board and said representative have negotiated an agreement upon the terms and conditions of employment of said employees, which agreement is in writing in form attached hereto and made a part hereof and signed by the officers of said Warren Township Education Association

NOW, THEREFORE BE IT FURTHER RESOLVED BY THE BOARD OF EDUCATION OF THE TOWNSHIP OF WARREN IN THE COUNTY OF SOMERSET, that said Board hereby enters into an agreement with said Warren Township Education Association, in the form attached hereto and made a part hereof, and the President and Secretary of said Board be and they are hereby authorized and

directed to sign, seal and deliver said agreement on behalf of this Board in the form attached hereto and made a part hereof.

The foregoing is certified to be a true and correct copy of a Resolution duly adopted by the Board of Directors of the [unclear] Company on the [unclear] day of [unclear], 19[unclear], at its meeting held at [unclear]

February 1969

AGREEMENT between the WARREN TOWNSHIP EDUCATION ASSOCIATION and THE BOARD OF EDUCATION OF THE TOWNSHIP OF WARREN, IN THE COUNTY OF SOMERSET:

WITNESSETH: WHEREAS, the parties hereto have reached an agreement respecting the terms and conditions of employment of certain employees of the Board, the parties hereto, pursuant to Ch. 303, Laws of 1968, mutually agree as follows:

1. RECOGNITION: The Board hereby recognizes the Association as the exclusive representative of the certificated teachers employed by the Board. This does not include nurses, psychologists, principals, or superintendent of schools.

2. SALARIES: The salaries of all teachers covered by this Agreement are set forth in the approved Salary Guide for the year 1969-70, consisting of 2 pages and hereto attached, each and every part of which is incorporated herein by reference as fully and completely as if the same were fully herein set forth.

3. BENEFITS: The Board will provide, without cost to the teacher or the Association, Basic Medical Insurance Coverage, and Major Medical Insurance Coverage, for each teacher desiring the same and his or her dependants, the choice of company, policy, and amount and terms of said coverage to be at the sole discretion of the Board.

4. GRIEVANCE PROCEDURE: The grievance procedure set forth in the Board's Policy Manual, Section 3093.02 C, a copy of which is hereto attached and every part of which is incorporated herein by reference as fully and completely as if the same were fully herein set forth.

GRIEVANCE PROCEDURE FROM BOARD'S POLICY MANUAL.

C. PROCEDURE FOR RESOLVING DISAGREEMENTS OR GRIEVANCES:

1. A complaint by any staff member shall be discussed in turn with his immediate supervisor and those next in Administrative responsibility in the school organization as defined by the Board Administrative Organization.
2. If the grievance is not resolved by these discussions, the complaint may be referred in writing to the Superintendent within 14 days along with reports of the discussions. The Superintendent will reply, in writing, within 15 days of receipt of grievance.
3. If still dissatisfied, the employee may, within 30 days of receipt of the Superintendent's ruling, request in writing, that the complaint be referred to the Board of Education. It shall be the responsibility of the Superintendent at this point to prepare a review of the case for the Board of Education and arrange a meeting of the Board of Education and the employee at the earliest mutually agreeable date, but not to exceed 21 days.
4. Upon written advance notice to the Board, any member of the staff shall have the right to present his own appeal or to designate any person of his own choosing to appear or to act with him or for him in his appeal to the Board.
5. In arriving at its decision on any complaint or disagreement, the Board of Education in its deliberations will consider:
 - a. the scope of the grievance and whether its decision will affect a number of employees
 - b. The effect of its decision on the children
 - c. The effect of its decision on public interest and welfare
 - d. any independent information, advice or precedence that might have bearing on the case.

The Board shall then make its decision and communicate it through the Superintendent to the employee and other staff members by direction.