

X
4-0007
02-52

2415
June 16, 1969

PROFESSIONAL AGREEMENT

between

RIVER EDGE TEACHERS ASSOCIATION

and

BOARD OF EDUCATION

BOROUGH OF RIVER EDGE

NEW JERSEY

COVERING THE PERIOD

July 1, 1969 thru June 30, 1970

A G R E E M E N T

In consideration of the mutual covenants hereinafter set forth, it is hereby agreed by and between the Board of Education of the Borough of River Edge, New Jersey, hereinafter referred to as the "Board", and the River Edge Teachers Association, hereinafter referred to as the "Association", as follows:

ARTICLE I - RECOGNITION

- A. The Board recognizes Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment of the following:

Classroom Teachers
Nurses
Librarians
Reading Teachers
Speech Therapists
Art Teachers
Music Teachers
F.L.E.S. Teachers
Physical Education Teachers

ARTICLE II - GRIEVANCE PROCEDURE

A. Definitions

The term "grievance" means a complaint by any employee that, as to him, there has been an inequitable, improper, or unjust application, interpretation, or violation of a policy, agreement, or administrative decision affecting said employee.

The term "Grievance" and the procedure relative thereto, shall not be deemed applicable in the following instances:

- a. the failure or refusal of the Board to renew the contract of a non-tenure employee.
- b. In matters where the Board is without authority to act.

In the following instances, an employee shall have the right to invoke the grievance procedure up to the hearing before the Board of Education, and upon a determination being made by the Board, the procedure thereafter shall be by petition filed with the Commissioner of Education:

- a. In matters where a method of review is prescribed by law or by any rule, regulation, or bylaw of the State Commissioner of Education, or by the State Board of Education.
- b. In matters where the Board contends that it has the sole

the immediate superior is below the rank of Principal, the Principal shall be notified and shall have the right to be present at and to participate in said hearing. A decision shall be rendered within five (5) days of said hearing.

- 2
6. If the grievance is not resolved to the employee's satisfaction, within five (5) days from the determination referred to in Paragraph 5 above, the employee shall submit his grievance to the Superintendent of Schools in writing, specifying:
 - a. The nature of the grievance;
 - b. The results of the previous discussion;
 - c. The basis of his dissatisfaction with the determination.
 7. A copy of the writing called for in Paragraph 6 above, shall be furnished to the school principal and to the immediate superior of the aggrieved employee.
 8. Within ten (10) days from the receipt of the written grievance (unless a different period is mutually agreed upon), the Superintendent shall hold a hearing at which all parties in interest shall have the right to be heard.
 9. Within ten (10) days of said hearing (unless a different period is mutually agreed upon), the Superintendent shall, in writing, advise the employee and his representative, if there be one, of his determination and shall forward a copy of said determination to the school principal and to the immediate superior of the aggrieved employee.
 10. In the event of the failure of the Superintendent to act in accordance with the provisions of Paragraphs 8 and 9, or in the event a determination by him in accordance with the provisions thereof, is deemed unsatisfactory by either party - the dissatisfied party, within ten (10) days of the failure of the Superintendent to act or within ten (10) days of the determination by him, may appeal to the Board of Education.
 11. Where an appeal is taken to the Board, there shall be submitted by the appellant:
 - a. The writing set forth in Paragraphs 6 and 9, and a further statement in writing setting forth the appellant's dissatisfaction with the Superintendent's action. A copy of said statement shall be furnished to the Superintendent and to the adverse party.
 12. If the appellant, in his appeal to the Board, does not
- 3

Superintendent who shall have the right to reply in writing thereto. A copy of such reply shall be served upon the aggrieved employee.

17. Upon receipt of a grievance filed under the provisions of Paragraph 16, the procedure shall be as set forth in Paragraph 12 and 13.
18. All employees shall be entitled to resort to the full procedure hereinabove set forth.

ARTICLE III- COMPENSATION

A. Teachers' Salary Guide (1969-1970)

<u>Experience</u> <u>Year</u>	<u>Pre Degree</u>	<u>B. A. Degree</u>	<u>M.A. Degree</u>	<u>M.A. +30</u>
1		\$ 6,950	\$ 7,625	\$ 8,425
2		7,200	7,925	8,725
3		7,400	8,150	8,950
4		7,700	8,450	9,250
5		8,000	8,800	9,600
6		8,400	9,150	9,950
7		8,700	9,475	10,275
8		9,000	9,800	10,600
9		9,450	10,150	10,950
10		9,800	10,575	11,375
11		10,100	10,925	11,774
12		10,500	11,300	12,075
13		10,800	11,625	12,475
14		11,100	11,925	12,725
15	\$11,000	11,500	12,125	13,125
16			12,700	13,700

B. Nurses' Salary Guide (1969-1970)

<u>Experience</u> <u>Year</u>	
1	\$5,200
2	5,450
3	5,700
4	5,950
5	6,200
6	6,450
7	6,700
8	6,950
9	7,200
10	7,450
11	7,700
12	8,100
13	8,600
14	9,100

2422
June 16, 1969

ARTICLE VI - SCHOOL CALENDAR

In connection with the adoption of a School Calendar, Board shall confer with Association prior to taking final action in connection with same. The willingness of the Board to confer in this respect, however, shall not grant to Association the right to file a grievance in the event Association desires a different calendar to be adopted, it being covenanted and agreed by and between the parties that the determination by the Board in this matter shall be final and binding and no grievance may be filed in connection therewith.

ARTICLE VII- HANDBOOK REVISION

In connection with any revisions of the Handbook, Board shall confer with Association and said Book shall not be revised until after the Board had conferred with the Association. The willingness of the Board to confer in this respect, however, shall not grant to Association the right to file a Grievance in the event Association desires matters to be incorporated in said Handbook, which the Board does not desire to incorporate therein. It is covenanted and agreed by and between the parties that the determination by the Board in this matter shall be final and binding and no grievance may be filed in connection therewith.

ARTICLE VIII - TEACHERS' BENEFITS CONTAINED IN HANDBOOK

The privileges and benefits contained in the Handbook under the section entitled "Board Policies Re: Teachers" which are not inconsistent with this agreement are hereby incorporated herein as though set forth at length.

ARTICLE IX - DURATION OF AGREEMENT

This Agreement shall commence on July 1, 1969 and shall expire on June 30, 1970.

IN WITNESS WHEREOF, ASSOCIATION has caused this Agreement to be signed by its President and Secretary, and BOARD has caused this Agreement to be executed by its President, attested