

4-0307

10-06

AGREEMENT  
BETWEEN THE  
TOWN OF CLINTON BOARD OF EDUCATION  
AND THE  
CLINTON TEACHERS ASSOCIATION  
FOR THE  
SCHOOL YEAR 1971-1972

## PREAMBLE

This Agreement is entered into this \_\_\_\_\_ day of \_\_\_\_\_, 19 \_\_\_\_\_, by and between the Board of Education of the Town of Clinton, New Jersey, hereinafter called the "Board," and the Clinton Teachers Association, hereinafter called the "Association."

## RECOGNITION

A. The Board hereby recognizes the Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment of all the personnel listed below, whether under contract, or on leave, employed, or to be employed by the Board for the 1971-1972 school year:

Classroom Teacher  
Physical Education Teacher  
Music Teacher  
Librarian  
Reading Teacher

B. Unless otherwise indicated, the term "teacher", when used hereinafter in this Agreement, shall refer to all professional employees listed above, represented by the Association in the negotiating unit as above defined, and reference to male teachers shall include female teachers.

## NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiations, as long as the Association represents a majority of professional employees,

F. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

#### GRIEVANCE

A. The Association encourages the Board to re-examine the grievance policy adopted in 1966. The Association believes it necessary to adopt a more comprehensive policy and will assist the Board in any manner to achieve this end.

B. Until such time a new grievance policy is established, the Association will abide and comply with the existing policy.

#### PRIVILEGES AND RESPONSIBILITIES OF THE ASSOCIATION

A. Association business may be conducted on school premises provided it does not interfere with the normal scheduled classes or assignments of a teacher.

B. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. Permission of the Principal or his designee shall be required. Such permission shall not be withheld unreasonably.

C. Posters or announcements pertaining to Association affairs shall not be posted on bulletin boards in any area accessible to the public or to the students unless such have been approved by the Principal.

D. The Association shall have the privilege of using school facilities and equipment, pertaining to Association business, including typewriters, mimeographing machines, ether duplicating equipment, calculating machines and all types of audio-visual equipment, excluding Principal's and Board's offices and equipment, when such

## TEACHING HOURS AND TEACHING LOADS

A. 1-As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities.

2-Teachers are expected to be in the school building at least fifteen (15) minutes before the opening of the pupils' school day and remain at least fifteen (15) minutes after the close of the pupils' school day; except Friday and the days preceding school holidays; five minutes, or as long as the safety of the pupils is assured. Teachers may be excused earlier to attend workshops, professional meetings, or college courses.

3-Teachers are not expected to work beyond the regular in-school day, except for normal educational activities which require such attendance. Compiling and writing reports, curriculum conferences, and similar meetings will be mutually agreed upon by the Principal and the teachers involved.

B. 1-Teachers shall have a duty-free lunch period of at least thirty (30) consecutive minutes.

2-Teachers may leave the building without requesting permission during their scheduled duty free lunch period, provided the office is notified.

C. Classroom teachers shall, in addition to their lunch period, have preparation time during which they shall not be assigned to any other duties, of at least forty (40) minutes per day (including duty-free recess), if possible.

D. Teachers may be required to remain at the end of the regular workday without additional compensation, for the purpose of

B. All employees under the category TEACHER, including special fields, will be placed on guide according to their educational qualifications and years of teaching experience. Presently employed non-degree teachers with permanent certificates are to be considered as teachers with B.S./B.A. degrees.

C. All previous years teaching experience and up to 4 years military service, 2 years VISTA, and 2 years Peace Corps to be counted for placing teachers on guide.

D. The Board will pay ten dollars per day per person for expenses for teachers attending the annual N.J.E.A. Convention in Atlantic City.

E. The Board will pay 15¢ per mile to any teacher who uses his car on a trip which the Board shall determine necessary to school business.

F. Necessary expenses, as approved by the Principal, incurred by teachers on field trips and class trips approved by the Principal will be reimbursed by the Board.

G. If a teacher obtains a higher degree or equivalent as specified by the salary guide, he will be placed on the proper place on the guide the following school year after attainment of such degree and notification of such attainment is received by the Principal.

H. The Board will pay full<sup>tuition</sup> cost of teacher training courses taken by any teacher holding a permanent certificate, with prior approval of the Principal. The Board will pay for only one course in any one year. Payment shall be made upon receipt of transcript, except courses taken in the second semester shall be reimbursed in September provided the said teacher is an employee of the Town of Clinton School District the following term. The Board suggests that each teacher take at least two courses in five years.

COMPENSATION FOR EXTRA-CURRICULAR ACTIVITY  
(SCHEDULE B)

A. The following compensation will be made to the teacher directly in charge of each of the listed extra-curricular activities:

**Intramural and**

Interscholastic Athletic Coaching.....\$350. Per year.  
Yearbook Advisor.....\$50. Per year.  
Safety Patrol Advisor.....\$75. Per year.  
Cheerleading Advisor.....\$25. Per year.  
Referee (Interscholastic Athletics)...\$4. Per game.

B. The Magazine Sales Advisor will receive \$25., to be paid from Students' Activity Fund.

INSURANCE PROTECTION

A. The Board shall provide the health-care insurance protection designated below:

1. For all personnel covered by the Agreement who remain in the employ of the Board for the full school year, the Board shall make payment of full individual or full family insurance premiums as appropriate to provide insurance coverage for the full 12 month period commencing September 1st and ending August 31. The Board will pay the full premium for the employee and his dependents in the areas of: New Jersey Public and School Employees Health Benefits Plan (Blue Cross, Blue Shield, and Major Medical).

B. The Board shall provide to each employee a description of the health-care insurance coverage provided under this article as soon as available.

12. Death in the school system - In the event of the death of an adult, presently or formerly, directly associated with the School System, or of a student of the school system, a mutual decision will be reached by the CTA president and the Principal concerning the arrangements.

B. Part-time teachers and other staff members are to be entitled to sick leave proportionate to the number of days they work per week on a basis of full time teachers. This is to be accumulative.

C. Maternity leave: Teacher must notify the Board three months after beginning of pregnancy, and may or may not discontinue service as she or the Board sees fit. Leave may extend no longer than  $1\frac{1}{2}$  years after birth of child. Teacher must start at beginning of school year, when returning.

D. Other leaves or absences without pay may be granted by the Board for good reason, such as health education, personal advancement. These leaves, if possible, should be one school year, with adequate notice given to the Board.

E. There will be no "carry-over" sick leaves from other districts.

#### FAIR DISMISSAL PRACTICES

A. It is the belief of the Board and the Association that fair dismissal rights should be accorded all tenure teachers and that the employment status of any tenure teacher should not be altered to his detriment (increment withheld, demotion, involuntary transfer, suspension, non-renewal of contract, dismissal) except for just cause and then only with a meeting with the Principal or Board, if desired, that guarantees to protect both the teacher and the Board.

operations are to be conducted and (f) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

B. It is understood by all parties that the Association expressly agrees that negotiations will be conducted without the use of pressure tactics or any practice generally defined within the term "sanctions." The parties also agree, during the period of negotiations that the only publicity accorded the negotiations by the parties will consist of a joint press release or, in the event the parties are unable to agree upon wording, a joint press release stating that "No progress has been made."

C. It is understood by all parties that under the ruling of the Courts of New Jersey and the State Commissioner of Education, the board of education is forbidden to waive any rights or powers granted it by law.

D. The parties agree to follow the procedures outlined in the Agreement, and to use no other channels to resolve any question or proposal until the procedures within this Agreement are fully exhausted.



In witness whereof the Association has caused this Agreement to be signed by its president and secretary and the Board has caused this Agreement to be signed by its president, attested by its secretary and its corporate seal to be placed hereon, all on the day and year first above written.

CLINTON TEACHERS ASSOCIATION

TOWN OF CLINTON BOARD OF EDUCATION

By \_\_\_\_\_  
Its President

By \_\_\_\_\_  
Its President

By \_\_\_\_\_  
Its Secretary

By \_\_\_\_\_  
Its Secretary

The president and secretary of the Association take this action for the Association, which gave its approval on \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_, by a vote of \_\_\_\_\_ for, \_\_\_\_\_ against \_\_\_\_\_ absent or abstaining.

