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A G R E E M E N T

THIS AGREEMENT entered into this *SIXTH* day of *FEBRUARY* 1969, by and between the BOARD OF EDUCATION OF HARRINGTON PARK, Bergen County, New Jersey, (hereinafter called the "BOARD") and the HARRINGTON PARK EDUCATION ASSOCIATION, (hereinafter called the "ASSOCIATION").

WITNESSETH:

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement,

In consideration of the following mutual covenants, it is agreed as follows:

ARTICLE I

RECOGNITION

The BOARD recognizes the ASSOCIATION as the exclusive representative for collective negotiations concerning the terms and conditions of employment of all regularly employed certificated personnel exercising non-supervisory positions.

ARTICLE II

GRIEVANCE PROCEDURE

The parties shall be governed by the grievance procedure adopted by the BOARD on June 1, 1966, which is attached hereto and made a part hereof.

ARTICLE III

SALARIES

The salaries of all personnel covered by this Agreement are set forth in Schedule B which is attached hereto and made a part hereof.

ARTICLE IV

INSURANCE PROTECTION

The BOARD shall maintain and keep in force its present insurance protection for personnel covered by this Agreement.

ARTICLE V

BOARD RIGHTS

The BOARD reserves to itself sole jurisdiction and authority over matters of policy and retains and reserves unto itself, without limitations, all the powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey and of the United States, by the decision of the Courts of the United States and of the State of New Jersey, the Commissioner of Education and the State Board of Education of the State of New Jersey and by the Rules and Regulations of the State Board of Education of the State of New Jersey.

The willingness of the BOARD to discuss matters which are within the sole prerogatives of the BOARD shall not be deemed to constitute a waiver or relinquishment of any such prerogatives.

ARTICLE VI

TEACHERS' RIGHTS

Teachers shall enjoy all rights granted under and by virtue of the provisions of Chapter 303 of the Laws of 1968 or under any other laws of the State of New Jersey, the United States, and the Constitution of the United States and of the State of New Jersey. They shall not be discriminated against,

coerced, or reprimanded, by virtue of their exercise of such rights.

ARTICLE VII

DURATION OF AGREEMENT

This Agreement shall be effective July 1, 1969 and shall continue in effect until June 30, 1970, unless amended by mutual consent.

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

HARRINGTON PARK EDUCATION ASSOCIATION