

4-0398
15-16

THIS BOOK DOES
NOT CIRCULATE

LAVALLETTE
BOARD - TEACHER AGREEMENT
1973-74

ARTICLE 1

RECOGNITION

Pursuant to Chapter 3, public laws of 1938, Board of Education of the Boro of Lavallette hereby recognizes the Lavallette Teachers Association as a majority representative for collective negotiations concerning terms and conditions of employment for the school year 1973-74, beginning in July 1, 1973 and ending June 30, 1974.

This agreement shall include all teaching personnel under contract, including Librarians and Chapter 46 teachers.

ARTICLE 11

GRIEVANCE PROCEDURESGrievance Procedures

The Board of Education believes that all teachers are entitled to have their complaints and grievances examined and settled in ways that are beneficial to both the teachers and the school system. The satisfactory settlement of complaints and grievances not only promotes wholesome attitudes and feelings about the performance of professional services but also increases the efficiency and effectiveness of the teacher in his relationship to the pupil and the community.

The satisfactory solution of complaints and grievances may forestall the development of more serious problems and the loss of worker efficiency. In order to find satisfactory solutions, definite procedures must be followed in the school system. The principal shall develop the channels and procedures for the presentation and solution of complaints and grievances:

By providing the opportunity for the teacher to have direct communication with the person who is responsible for the alleged grievance.

By providing assurances that the channels for redressing grievances are open without fear of reprisal.

By providing the Lavellette Teachers Association the opportunity to participate in such considerations through official representation.

Complaints and grievances usually arise when an individual believes that an injustice exists and should be corrected. The alleged injustice may develop because of a particular policy, or lack of policy, the interpretation of a policy, or the administration of a policy, the presence of certain working conditions, the behavior of colleagues, or other related causes.

Definitions:

A complaint is regarded as any dissatisfaction that is expressed either orally or in writing by the teacher about school policies or conditions of employment.

A grievance is regarded as a more deep-seated dissatisfaction or disagreement that is expressed either orally or in writing by the teacher about school policies, or administrative decisions regarding school policies or conditions of employment.

General Procedure

1. Any teacher who has a grievance should discuss it first with his principal in an attempt to resolve the matter informally at that level.
2. If as a result of discussion, the matter is not resolved to the satisfaction of the teacher within 7 calendar days, he shall set forth his complaint in writing to the principal. He shall be obliged to state that he is invoking the Grievance Procedure. At this time, or at any later step, the teacher may be represented by himself or a representative of the Teacher's Association if he so desires. The Association shall also have the opportunity to have a representative present, whether or not the teacher requests representation, if it so desires. The principal shall communicate his decision to the teacher in writing within three school days of receipt of the written complaint.

3. If the grievance is not resolved to the teacher's satisfaction, he may request a review by the Board of Education. The request shall be submitted in writing through the principal who shall attach all related papers and forward the request to the Board of Education. The Board, or committee thereof, shall review the grievance, hold a hearing with the teacher if requested, and render a decision in writing within 30 calendar days.

All written records of the complaint or grievance and the decisions reached concerning it shall be filed in the office of the Board of Education. They shall be held by the Board in strict confidence. This confidence must be respected as a protection to the teacher and in respect for his right to privacy.

ARTICLE III

LAVALLETTE ELEMENTARY SCHOOL

Teachers Salary Guide 1973-74

<u>Step</u>	<u>B</u>	<u>B + 9</u>	<u>B + 15</u>	<u>B + 21</u>	<u>M</u>
1	\$ 8,200	\$ 8,384	\$ 8,568	\$ 8,752	\$ 8,936
2	8,500	8,684	8,868	9,052	9,236
3	8,800	8,984	9,168	9,352	9,536
4	9,100	9,284	9,468	9,652	9,836
5	9,400	9,584	9,768	9,952	10,136
6	9,700	9,884	10,068	10,252	10,436
7	10,000	10,184	10,368	10,552	10,736
8	10,300	10,484	10,668	10,852	11,036
9	10,600	10,784	10,968	11,152	11,336
10	10,900	11,084	11,268	11,452	11,636
11	11,250	11,434	11,618	11,802	11,986
12	11,600	11,784	11,968	12,152	12,336
13	11,950	12,134	12,318	12,502	12,686
14	12,300	12,484	12,668	12,852	13,036

1. \$300 inservice increments at the start of the 4th, 8th, 12th, 16th and 20th years of consecutive service.
2. Tuition Grant Payment Plan:
 - (a) Teachers with one year of service in the system will be reimbursed \$100 for one approved three-credit course;
 - (b) Teachers with two years of service in the system will be reimbursed \$200 for two approved three-credit courses;
 - (c) Teachers with three years or more of service in the system will be reimbursed \$300 for three three-credit courses.
3. Part-time teachers to be placed on the salary guide with salary pro-rated on the number of days worked. (e.g. A teacher who works 2 days per week will receive .4 of her proper step on the salary guide.)

ARTICLE IV

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1973, and shall continue in effect until June 30, 1974.

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, on this 3rd day of January, 1973.

LAVALLETTE TEACHERS ASSOCIATION

By (Signed) William A. Hopson
President

By (Signed) Alexina Sills
Secretary

BOARD OF EDUCATION OF THE BOROUGH OF LAVALLETTE

By (Signed) Russell O. Brackman
President

By (Signed) Alice M. Buchanan
Secretary