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Please Note: This is a copy of Contract that was sent to Public
Employment Relations Commission on February 4, 1970.

**THIS BOOK DOES
NOT CIRCULATE**

1970 - 1971

AGREEMENT BETWEEN
THE LAWRENCE TOWNSHIP
TEACHERS' ASSOCIATION

AND THE

BOARD OF EDUCATION OF
LAWRENCE TOWNSHIP

IN

THE COUNTY OF CUMBERLAND

CEDARVILLE

NEW JERSEY

This Agreement entered into this 17th day of December, 1969, by and between the Board of Education of Lawrence Township, Cedarville, New Jersey, hereinafter called the "Board" and the Lawrence Township Teachers' Association, hereinafter called the "Association".

WHEREAS, the Board has an obligation pursuant to Chapter 303, Public Laws of 1968, to negotiate with the Association as the representative of employees hereinafter designated with respect to the terms and conditions of employment, and

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

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

ARTICLE I RECOGNITION

A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation for all CERTIFIED TEACHING PERSONNEL UNDER CONTRACT, but excluding supervisory and executive personnel, office, clerical, maintenance and operating personnel, and all other employees.

B. The Board agrees not to negotiate with any organization other than the Association for the duration of this Agreement.

ARTICLE II GRIEVANCE PROCEDURE

A. Definition

A "grievance" shall mean a complaint by a teacher, or teachers, regarding the interpretation, application or violation of policies, agreements, and administrative decisions affecting them except that the term "grievance" shall not apply to (a) any claim or complaint for which there is another remedial procedure or

form established by law or by regulation having the force of law or (b) any matter which according to law is either beyond the scope of Board authority or (c) a complaint of a non-tenure teacher which arises by reason of his not being employed or re-employed or (d) a complaint by any certificated personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in any position for which tenure is either not possible or not required.

B. Policy

Any individual member of the teaching staff shall have the right to appeal the application of policies and administrative decisions affecting him through proper administrative channels. With respect to his personal grievances, he shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal in presenting his appeal. He and the Professional Rights and Responsibilities Committee shall have the right to present an appeal to the Board in person.

C. Procedure

1. A grievance to be considered under this procedure must be initiated in writing by the teacher within 15 calendar days of its occurrence.

2. If any employee has a grievance, it should be discussed with the Administrative Principal in an attempt to resolve the matter informally, if possible.

3. (a) If as a result of discussion, the matter is not resolved to the satisfaction of the grievant, he can formally submit the grievance in writing to the Administrative Principal.

(b) The Administrative Principal shall communicate his decision to the teacher in writing within 7 school days of receipt of the written grievance.

4. If the employee is not satisfied with the Principal's decision, he may submit his grievance to the Professional Rights

and Responsibilities Committee in writing for consideration. The Committee is made up of two teachers elected from the faculty, and the principal.

5. If the Professional Rights and Responsibilities Committee determines that the grievance has or may have merit, it shall forward a full report, in writing, to the secretary of the Board.

6. The secretary of the Board shall forward the report to the Board members, and the employee, with the Professional Rights and Responsibilities Committee shall meet with the Board at a special meeting within 15 calendar days.

7. The Board shall render a decision, in writing, to the employee and the Professional Rights and Responsibilities Committee within 30 calendar days.

ARTICLE III

PERSONAL LEAVE

A. Personal leave of two days a year may be used for personal reasons granted each year, but not to accumulate from one year to another if not used. Reasons for taking the days should be valid in the sense that what the employee has to do is necessary or important and cannot be arranged for at any other than school time. PRIOR APPROVAL must be obtained through the principal BEFORE taking the personal day or days off.

ARTICLE IV

TEACHER AIDES

A. For the beginning of the 1970-71 school year, the Board shall employ two part-time aides for the purpose of performing morning bus duty, which consists of playground supervision on such days as weather permits pupils to be outdoors on the playground before the start of school.

B. For the beginning of the 1970-71 school year, the Board shall

employ no more than two playground aides for the purpose of playground supervision on such days as weather permits pupils to be outdoors on the playground during the regular noon hour period.

ARTICLE V
SALARIES

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

SCHEDULE "A"
LAWRENCE TOWNSHIP SALARY GUIDE
Adopted December 17, 1969 for the
School Year 1970-1971

- #1. Emergency Certificate
- #2. Nondegree
- #3. Bachelor's Degree or 128 credits
- #4. Bachelor's Degree plus 30 graduate credits
- #5. Master's Degree

<u>Yr. of Employment</u>	<u>#1</u>	<u>#2</u>	<u>#3</u>	<u>#4</u>	<u>#5</u>
1	5600	6100	6300	6550	6850
2	5800	6400	6600	6850	7150
3	6000	6700	6900	7150	7450
4	6200	7000	7200	7450	7750
5	6400	7300	7500	7750	8050
6	6600	7600	7800	8050	8350
7	6800	7900	8100	8350	8650
8	7000	8200	8400	8650	8950
9	7200	8500	8700	8950	9250
10	7400	8800	9000	9250	9550
11	7600	9100	9300	9550	9850
12	7800	9400	9600	9850	10,150
13	8000				
14	8050				

ARTICLE VI

DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 1970, and shall continue in effect until the 30th day of June, 1971.

For the Lawrence Township

For the Lawrence Township

Teachers' Association

Board of Education

(President)

Date _____

(President)

Date _____

(Chm. Negotiating Committee)

Date _____

Hobart Hines Jr

(Secretary)

Date 12/23/69