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THIS BOOK DOES
NOT CIRCULATE

To PERL

AGREEMENT BETWEEN
LIBERTY TOWNSHIP BOARD OF EDUCATION
AND
LIBERTY TOWNSHIP EDUCATION ASSOCIATION

LIBERTY TOWNSHIP
WARREN COUNTY
NEW JERSEY

1976-1977

LIBRARY
Institute of Management and
Labor Relations

OCT 7 1976

RUTGERS UNIVERSITY

PREAMBLE

This agreement entered into this date _____
by and between the Board of Education of Liberty Township, Warren County,
New Jersey, hereinafter called the "Board" and Liberty Township Education
Association, hereinafter called the "Association."

WITNESSETH:

Whereas, the Board has an obligation, pursuant to Chapter 303,
Public Laws, 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; Be it

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

ARTICLE I

RECOGNITION

A. Unit

The Board hereby recognizes the Association as the exclusive and
sole representative for collective negotiation for all teaching
personnel, including the nurse.

ARTICLE II

GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

The word "grievance" when used herein shall mean any
alleged injury, injustice or wrong which arises from
an established policy or procedure or the lack of
such policy or procedure.

2. Party in Interest

A "party in interest" is the person or persons making the
claim and any person, including the Association or the claim
and any person, including the Association or the Board, who
might be required to take action or against whom action
might be taken in order to resolve the claim.

B. Purpose

The purpose of this procedure is to secure at the lowest
possible level, equitable solutions to the problems.
These proceedings will be kept informal and confidential as
may be appropriate at any level of the procedure.

C. Procedure

1. Time limits
 - a. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
 - b. The teacher or Association must file alleged grievance within ten working days. The principal has ten working days to act on grievance. The Board has fifteen days to act on grievance.
2. Level one - Principal

A teacher with an alleged grievance shall first discuss it with his principal, either directly or through the Association's designated grievance committee, with the objective of resolving the matter informally.
3. Level two - Board

If the person or Association is not satisfied with the level one decision, the matter then goes to the Board of Education.
4. If the grievance arises at the end of the school year, all concerned persons will make every effort to have the grievance resolved by June 30.
5. Action of employees during unresolved grievance

During the time of unresolved grievance, employees are required to follow Board policy and/or administrative direction.

D. Rights of Teachers to Representation

1. Teacher and Association

Any aggrieved person may be represented at all stages of the grievance procedure by himself, or, at his option, by a representative selected or approved by the Association. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure with the permission of the aggrieved person.

E. Miscellaneous

1. Group Grievance

If, in the judgement of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Board directly, and the processing of such grievance shall be commenced at Level Two. The Association may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

2. Written decisions

Decisions rendered at Level One which are unsatisfactory to the aggrieved person and all decisions rendered at Level Two of the grievance procedure shall be in writing, setting forth the decision and the reasons therefor, and shall be transmitted promptly to all parties in interest and to the Association.

3. Separate grievance file

All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

4. Forms

Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the administrator and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

5. Meetings and Hearings

All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this ARTICLE.

ARTICLE III

TEACHING LOAD AND DAY

1. Teachers will be required to report for teaching thirty minutes prior to pupil school day, and remain thirty minutes after instructional day.

ARTICLE IV

FAIR DISMISSAL POLICY

1. Teachers shall give notice sixty days prior to terminating contract.

ARTICLE V

SICK LEAVE AND DEATH LEAVE

A. Sick Leave

The Board agrees to allow teachers ten days sick leave per year. It is agreed that this leave will be cumulative.

B. Death Leave

The Board agrees to allow three days in the event of death of spouse, child, parents, brother, sister, grandparents, in-laws. This does not apply when school is not in session.

ARTICLE VI

TUITION REFUND

The Board shall reimburse \$35.00 a credit or the total cost of tuition (whichever is less) for tuition costs incurred by staff members pursuing courses beyond the B.A. Degree which contribute to professional growth in educational areas. A grade of C or better is required.

The Board agrees to pay \$15.00 toward any in-service workshop approved by the principal either during the school term or during the summer session, but not during school hours.

ARTICLE VII

MEDICAL BENEFITS

The Board agrees to pay for single coverage of Blue Cross and Blue Shield.

MISCELLANEOUS BENEFITS

1. Full time teachers will receive
 - A. Two personal days per year to be arranged for and scheduled with the principal at least three days in advance.
 - B. The Board agrees to pay a total of \$1,500.00 to teachers in charge of after school activities. The monies will be distributed amongst such teachers under the direction of the Association in conjunction with the administrator.

PROFESSIONAL SALARY GUIDE 1976 - 1977

YEARS OF EMPLOYMENT	NON-DEGREE	BACHELORS DEGREE	B.S.+ 10	B.S.+ 20	MASTERS DEGREE	M.S.+ 30	INCREMENT
1	7,150.	9,250.	9,550.	9,850.	10,150.	10,550.	350.
2	7,500.	9,600.	9,900.	10,200.	10,500.	10,900.	350.
3	7,850.	9,950.	10,250.	10,550.	10,850.	11,250.	350.
4	8,200.	10,300.	10,600.	10,900.	11,200.	11,600.	350.
5	8,550.	10,650.	10,950.	11,250.	11,550.	11,950.	350.
6	8,900.	11,000.	11,300.	11,600.	11,900.	12,300.	350.
7	9,250.	11,350.	11,650.	11,950.	12,250.	12,650.	350.
8	9,650.	11,750.	12,050.	12,350.	12,650.	13,050.	400.
9	10,050.	12,150.	12,450.	12,750.	13,050.	13,450.	400.
10	10,450.	12,550.	12,850.	13,150.	13,450.	13,850.	400.

1. All increases on all guides will be based on meritorious service.
2. Favorable reports by the administrator and those charged with supervisory responsibility and approval by the Board of Education are a prerequisite to the granting of all increases in salary.
3. Progress on the guides shall be automatic until the maximum is reached unless the services required are evaluated as unsatisfactory under the rules and regulations of the Board of Education.