

CRESSKILL PUBLIC SCHOOLS

TEACHER CONTRACT 1983-85

THIS DOES NOT
CIRCULATE

Agreement made this _____ day of _____ 1983 between the
Cresskill Board of Education (hereinafter referred to as the "Board") of
Lincoln Drive, Cresskill, NJ, and the Cresskill Education Association
(hereinafter referred to as the "CEA") of Lincoln Drive, Cresskill, NJ

LIBRARY
Institute of Management and
Labor Relations

Contents

		<u>Page</u>
Article I	Recognition Clause	1
II	Definitions	2
III	Duration of Contract	3
IV	Rights of Parties	4
V	Savings Clause	5
VI	Personnel Files	6
VII	Grievance Procedure	7,8,9
VIII	Salaries	10
IX	Sick Leave	11,12
X	Personal Days	13
XI	Notification Day	14
XII	Absence Related to Death	15
XIII	Other Absences with Pay	16
XIV	Reduction in Pay	17
XV	Other Absences Without Pay	18
XVI	Insurance Benefits	19
XVII	Sabbatical Leave	20,21
XVIII	Placement and Advancement	22
XIX	School Year	23
XX	Tuition Reimbursement	24
XXI	In-Service Courses	25
XXII	Stipends	26
	Salary Guide	27, 28
	Athletic Stipend Guide	29
	Athletic Stipends for Present Advisors	30
	Non-Athletic Stipend Guide	31, 32
	Non-Athletic Stipends for Present Advisors at Maximum	33
	Signed Agreement	34

X July 1, 1983 - June 30, 1985

CRESSKILL PUBLIC SCHOOLS

ARTICLE I - RECOGNITION CLAUSE

The Cresskill Board of Education (Board) recognizes the Cresskill Education Association (CEA) as the representative for collective negotiations for all certified teaching personnel under contract, but excluding substitute teachers, summer school teachers, the Superintendent of Schools, School Business Administrator, principals and assistant principals.

ARTICLE III - DURATION OF CONTRACT

This agreement shall be effective for the period commencing July 1, 1983 and ending June 30, 1985.

CRESSKILL PUBLIC SCHOOLS

ARTICLE V - SAVINGS CLAUSE

In the event that any portion of this agreement shall be found contrary to law, the remainder of the agreement shall continue in force for the period of the agreement.

ARTICLE VII - GRIEVANCE PROCEDURE

Intent: It is the purpose of this procedure to secure, at the earliest administrative level, equitable solutions to grievances, through procedures under which the grievant and the Board are afforded adequate opportunity to dispose of the grievance.

Level One: A grievant within one hundred and twenty (120) days of a grievable occurrence may present and discuss the grievance with the building principal. Given unusual circumstances the grievant and principal may mutually agree to extend the above time limit. The grievant shall have the right to represent himself and/or to designate a representative to present the grievance with or for him/her. Discussions between the principal and grievant and/or representative may be entirely informal. The principal shall within fourteen calendar days inform the grievant in writing of his decision.

Level Two: If the grievance is not resolved at Level One, then within fourteen calendar days of notification by the principal of his decision the grievant may submit the grievance to the Superintendent or his designee. The Superintendent or his designee shall, within fourteen (14) calendar days of the receipt of the grievance, meet with the grievant and/or his/her representative for the purpose of discussing the grievance. The Superintendent or his designee shall, within fourteen (14) calendar days after the grievance meeting, issue his decision with reasons to the grievant.

Level Three: If the grievance is not resolved at Level Two, then within seven (7) calendar days after receipt of the written decision of the Superintendent or his/her designee, or the expiration of the time limit for making such decision, the grievant or his/her representative may submit the grievance in writing to the Board, together with a copy of the decision of the Superintendent or his/her designee. The Board shall, within fourteen (14) calendar days of the receipt of the grievance, meet with the grievant and/or his/her representative for the purpose of discussing the grievance. Such meeting shall be arranged by the Superintendent or his designee at a time and place mutually agreeable to the grievant and/or his/her representative and the Board. The Board shall, within fourteen (14) calendar days after the grievance meeting, issue its disposition with the reasons in writing to the grievant.

Level Five: If the grievance is not resolved at Level Four, the grievant or his/her representative may, within fourteen (14) calendar days of receipt of the findings or recommendations of the panel of consultants, request in writing a review of the grievance by the Board, together with the reasons for such request. The Board may, within fourteen (14) calendar days of the receipt of the findings or recommendations of the panel of consultants, review the grievance upon its own motion, provided that written notice of such review, together with the reasons for the review, are furnished the grievant and/or his/her representative. The Board shall review the facts of the grievance and shall render its disposition in writing with reasons to the grievant or his/her representative within fourteen (14) calendar days after the completion of the review of the case.

Level Six: If the grievance is not resolved at Level Five, either party may pursue the grievance to the next appropriate authority as provided in Article IVA of this contract.

ARTICLE IX - SICK LEAVE1) Days Earned

Each employee shall be given sick leave credit of one day for each month's employment during the school year, i.e., ten (10) days if employed on a ten month basis (September 1 to June 30) and twelve (12) days if employed on a twelve month basis (July 1 to June 30).

An employee starting employment on or before the 15th of the month and is employed for sixteen calendar days shall be allowed one day's credit for that month but no credit will be allowed for that month if employment begins after the 15th of the month.

2) Unused Sick Leave

Effective from July 1, 1954, an employee's annual unused sick leave credit may be accumulative from year to year without limit.

No employee shall lose or add to his/her previously accumulated unused days of sick leave by reason of having been granted a leave of absence by the Board. Unused accumulated sick leave credit is automatically dropped when an employee fails to return from such leave of absence and also when the employee's services are terminated for any other reason.

The Board shall, by October 1 of each school year, notify each employee of his/her accumulated sick leave credit.

3) Use of Sick Leave

The sick leave credit accumulated as provided herein may be used by the employee at any time for the purpose for which such sick leave is intended.

If an employee uses sick leave benefits for reasons other than those for which sick leave is intended, such employee shall be subject to dismissal from further services.

Employees shall be allowed sick leave absence with full pay for the reasons and within the limits specified below. The number of days for such absences shall be deducted from the employee's annual and accumulated sick leave credit.

CRESSKILL PUBLIC SCHOOLS

ARTICLE X - PERSONAL DAYS

Each employee shall be granted two days leave without the employee's giving a reason because the need to be absent is sufficiently intimate that it would offend the sensibilities of the employee to divulge it to his/her supervisor, and which can only be met on the requested day. The employee shall notify the administration of the date of any such day at least five working days prior to that date except in case of emergency. The allowance under this article shall not be cumulative.

ARTICLE XII - ABSENCE RELATED TO DEATH

In case of death in the immediate family as defined in this agreement an employee may be absent for five (5) school days with no salary deduction. Such absence must occur within 14 calendar days. The basic substitute pay shall be deducted from the employee's pay for any such absence in excess of five (5) school days.

In case of death of a friend or relative other than the immediate family as defined in this agreement, provided that in case such absence exceeds two (2) consecutive school days, the basic substitute pay shall be deducted for the next three school days of absence and any such absence in excess of five (5) consecutive school days shall be without pay.

The allowance under this article shall not be cumulative.

ARTICLE XIV - REDUCTION IN PAY

In case of absence for reasons approved by the Superintendent but not covered elsewhere in this agreement the basic substitute rate shall be deducted.

In the case of employees for whom no substitute is provided, any salary deductions shall be made on the basis of what a substitute would be paid.

In all cases not covered elsewhere in this agreement in which absences are taken without approval of the reason by the Superintendent the deduction from the employee's pay for each day's absence shall be made on the basis of:

1/200th of the annual 10 month salary; or

1/300th of the annual 12 month salary.

CRESSKILL PUBLIC SCHOOLS

ARTICLE XVI - INSURANCE BENEFITS

1) Medical Insurance

The Board shall underwrite the cost of health insurance premiums (New Jersey State plan or equivalent currently in effect for hospitalization, surgical and major medical) for employees and their eligible dependents.

2) Dental Insurance

The Board shall underwrite the cost of dental insurance premiums for all employees under the New Jersey Dental Service Plan - Program IA, no deductible, including orthodontic services (or equivalent).

	<u>School Year</u>	
	<u>83-84</u>	<u>84-85</u>
One Party	\$13.09	\$14.45
Two party (husband/wife, parent/child)	22.93	27.03
Three party (family, parent and children)	40.24	42.33

Increases in the dental rates beyond such figure shall be borne by the enrollee.

- 3) Any change(s) in insurance plan in paragraph 1 or 2 above must be mutually agreed upon by the Board and the CEA.

ARTICLE XVII - SABBATICAL LEAVE - cont'd.

If more than one employee applies for leave, selection shall be made on basis of seniority and the benefits to the school system. At all times the needs of the school system shall be paramount. The Superintendent shall make recommendations regarding this matter.

Employees on such leave may not associate for compensation with any person, persons, or organization during the school year, unless the Board approves such association as beneficial to this school system and only then upon the conditions prescribed by the Board.

Teachers on such leave shall make such regular written reports to the Superintendent as he may require.

Teachers on such leave will be considered as in the employ of the Board and the time thus spent shall count as regular service toward retirement and for consideration in regard to salary adjustment.

Such leave of absence shall be without prejudice to the teacher's tenure rights.

CRESSKILL PUBLIC SCHOOLS

ARTICLE XIX - SCHOOL YEAR

The number of working days for employees under this contract shall be one hundred eighty-one (181). Snow days during the school year shall be added to the school year.

The Board at its sole discretion may establish a school calendar in excess of one hundred eighty-one working days to provide for anticipated snow days. Should the school calendar after deducting actual snow days be more or less than one hundred eighty-one working days, the Board will, within ten days after April 15 of the school year, amend the school calendar to one hundred eighty-one working days for employees.

CRESSKILL PUBLIC SCHOOLS

ARTICLE XXI - IN-SERVICE COURSES

Employees may enroll in "in-service" courses offered and underwritten at the discretion of the Board. Such courses shall serve the education objectives of the Board, and shall be taught at the equivalent of graduate-level standing by instructors qualified to teach them in a college or university. For each such course the subject matter, choice of instructor, the number of credits to be granted, the number and length of sessions, and the specific academic and attendance requirements shall be approved, in advance, by the Superintendent and the Board. Employees who complete such courses may apply up to an accumulated total of six credits to their respective salary guides.

CRESSKILL PUBLIC SCHOOLS
 Cresskill, N. J. 07626

TEACHER SALARY GUIDE, 1983 - 1984

<u>Step</u>	<u>BA</u>	<u>BA+20</u>	<u>MA</u>	<u>MAf</u>	<u>MA+30</u>	<u>MA30f</u>	<u>MA60f</u>
1	\$14,465	+ \$350	\$17,065	\$19,350	\$20,050	\$21,280	\$22,975
2	15,235		17,835	20,065	20,765	21,995	23,690
3	16,005		18,605	20,785	21,485	22,715	24,405
4	16,780		19,380	21,500	22,200	23,430	25,125
5	17,550		20,150	22,220	22,920	24,150	25,845
6	18,325		20,925	22,940	23,640	24,870	26,565
7	19,070		21,670	23,685	24,385	25,615	27,310
8	19,815		22,415	24,430	25,130	26,360	28,055
9	20,615		23,215	25,180	25,880	27,110	28,805
10	21,360		23,960	25,950	26,650	27,880	29,575
11	22,105		24,705	26,745	27,455	28,675	30,370
12	22,825		25,425	27,530	28,230	29,460	31,155
13	23,545		26,145	28,325	29,025	30,255	31,950
14	24,265		26,865	29,125	29,825	31,055	32,750
15	24,980		27,580	29,915	30,615	31,845	33,540
16	25,700		28,300	30,710	31,410	32,640	34,335
17	26,770		29,370	31,745	32,445	33,675	35,370
20	27,320		30,020	32,605	33,305	34,535	36,230
25	27,420		30,120	32,705	33,405	34,635	36,330
30	27,520		30,220	32,805	33,505	34,735	36,430
35	27,620		30,320	32,905	33,605	34,835	36,530

CRESSKILL PUBLIC SCHOOLS

ATHLETIC STIPEND GUIDE FOR 1983-84 and 1984-85

<u>Activity</u>	<u>Step</u>	<u>Head Coach</u>	<u>Assistant</u>	<u>Freshman</u>	
				<u>Head Coach</u>	<u>Assistant</u>
<u>Baseball(Softball)</u>	1	1,550	950	900	
	2	1,700	1,050	1,000	
	3	1,850	1,150	1,100	
<u>Basketball</u>	1	1,700	1,000	950	
	2	1,850	1,150	1,050	
	3	2,000	1,300	1,150	
<u>Cross Country</u>	1	1,150			
	2	1,300			
	3	1,450			
<u>Football</u>	1	1,800	1,100	1,050	1,000
	2	1,950	1,250	1,150	1,100
	3	2,100	1,400	1,250	1,200
<u>Intramurals K-6</u>		<u>Per Day</u>	<u>Supervisor</u>		
	1	250			
	2	275	+ 10%		
	3	300			
<u>Intramurals 7-12</u>					
	<u>Basketball</u>	1	250		
		2	275		
3		300			
<u>Wrestling</u>	1	250			
	2	275			
	3	300			
<u>Soccer</u>	1	1,150	800		
	2	1,300	900		
	3	1,450	1,000		
<u>Tennis</u>	1	1,150			
	2	1,300			
	3	1,450			
<u>Track</u>	1	1,550	950		
	2	1,700	1,050		
	3	1,850	1,150		
<u>Volleyball</u>	1	1,150	800		
	2	1,300	900		
	3	1,450	1,000		
<u>Wrestling</u>	1	1,700	1,000		
	2	1,850	1,150		
	3	2,000	1,300		
<u>ATHLETIC DIRECTOR</u>	1	2,475			
	2	2,700			
	3	2,950			

STIPENDS FOR 1984-85

- 1) Guide continues in effect with normal increment on step
- 2) If at maximum, the individual will receive their 1983-84 stipend plus a percentage equal that of the increase in the salary package.

NON-ATHLETIC STIPEND GUIDE FOR 1983-84 and 1984-85

<u>Activity</u>	<u>Step</u>	<u>Basketball</u>	<u>Football</u>	<u>Freshman</u>	<u>Sophomore</u>	<u>Junior</u>	<u>Senior</u>
<u>Cheerleader Advisor:</u>	1	\$ 475	\$ 475				
	2	525	525				
	3	575	575				
<u>Chorus Director</u>	1	750					
	2	825					
	3	900					
<u>Color Guard Advisor</u>	1	425					
	2	475					
	3	525					
<u>Class Advisors:</u>				<u>350</u>	<u>450</u>	<u>600</u>	<u>700</u>
	<u>Debate</u>	1	650				
		2	725				
3		800					
<u>Department Chairmen</u>	1	1,050					
	2	1,150					
	3	1,250					
<u>Lunchroom Aide</u> (Professional staff members only)	1	850					
	2	925					
	3	1,000					
<u>Majorette Advisor</u>	1	425					
	2	475					
	3	525					
<u>Marching Band Director</u>		<u>Head</u>	<u>Assistant</u>				
	1	1,650	775				
	2	1,800	850				
	3	1,950	925				
<u>Grades 7-8 Band Director</u>	1	550					
	2	600					
	3	650					
<u>Newspaper</u>	1	775					
	2	875					
	3	975					
<u>Opus</u>	1	400					
	2	450					
	3	500					

CRESSKILL PUBLIC SCHOOLS

NON-ATHLETIC STIPENDS FOR PRESENT ADVISORS AT MAXIMUM

Cheerleader Advisor -	Football - L. Killough	\$ 675
	Basketball- B. Muller	575
	J. Pedoto	625
Chorus Director	R. Bartlett	1,382
Color Guard Advisor	M. Morris	751
Debate	P. Eftychiou	800
Department Chairpersons	P.E. R. Miller	1,250
	Business D. Levy	1,250
	For.Lang. K. Keller	1,250
	English- K. Scanlan	1,250
	C.S.T. - T. Dowd	1,250
	Fine Arts - L. Meade	1,342
	Guidance - V. Leonard	1,637
	Soc.St. - R. Zimmerman	1,598
Science - C. Sorrell	1,705	
Lunchroom Aide	A. Wilson	1,266
Majorette Advisor	M. Kelly	587
Marching Band Director	L. Meade	2,158
Ass't March. Band	T. Vernaleken	925
Grs. 7-8 Band Director	T. Vernaleken	742
S.O. Advisor 7-8	J. Fincken/K. Stockhamer	551
S.O. Advisor 9-12	P. Eftychiou	846
Sr. Play Director	A. McLaughlin	1,400
Yearbook	M. Alaimo	1,400

CRESSKILL PUBLIC SCHOOLS
SALARY GUIDE
1984-1985

STEP	BA	BA20	MA	MAF	MA30	MA30F	MA60F
1	15414	15764	18201	20660	21408	22725	24539
2	16238	16588	19024	21425	22173	23490	25304
3	17062	17412	19848	22195	22943	24261	26069
4	17891	18241	20676	22960	23708	25026	26839
5	18715	19065	21500	23731	24479	25796	27610
6	19544	19894	22329	24501	25249	26566	28380
7	20341	20691	23126	25298	26046	27364	29177
8	21139	21489	23922	26096	26844	28161	29974
9	21995	22345	24778	26898	27646	28963	30777
10	22792	23142	25575	27722	28470	29787	31601
11	23589	23939	26371	28573	29331	30638	32451
12	24359	24709	27142	29413	30161	31478	33291
13	25130	25480	27912	30263	31011	32328	34142
14	25900	26250	28682	31119	31867	33184	34998
15	26715	27065	29496	32015	32763	34080	35893
16	27435	27785	30216	32815	33563	34880	36697
17	28605	28955	31386	33948	34696	36013	37816
18	28605	28955	31386	33948	34696	36013	37826
19	28605	28955	31386	33948	34696	36013	37826
20	29194	29544	32081	34868	35616	36933	38747
21	29194	29544	32081	34868	35616	36933	38747
22	29194	29544	32081	34868	35616	36933	38747
23	29194	29544	32081	34868	35616	36933	38747
24	29194	29544	32081	34868	35616	36933	38747
25	29294	29644	32181	34968	35716	37033	38847
26	29294	29644	32181	34968	35716	37033	38847
27	29294	29644	32181	34968	35716	37033	38847
28	29294	29644	32181	34968	35716	37033	38847
29	29294	29644	32181	34968	35716	37033	38847
30	29394	29744	32281	35068	35816	37133	38947
31	29394	29744	32281	35068	35816	37133	38947
32	29394	29744	32281	35068	35816	37133	38947
33	29394	29744	32281	35068	35816	37133	38947
34	29394	29744	32281	35068	35816	37133	38947
35	29494	29844	32381	35168	35916	37233	39047
36	29494	29844	32381	35168	35916	37233	39047