

PERC

LAVALLETTE

BOARD - TEACHER AGREEMENT

1976-77

SUCCESSOR AGREEMENT

1976-1977

PROPOSALS FOR MODIFICATION OF THE AGREEMENT BETWEEN THE LAVALLETTE  
EDUCATION ASSOCIATION AND THE LAVALLETTE BOARD OF EDUCATION.

ARTICLE I

RECOGNITION

To remain as in present agreement

ARTICLE II

GRIEVANCE PROCEDURE

To remain as in present agreement

ARTICLE III

TEACHERS SALARY GUIDE FOR 1976-77

To be deleted and replaced by Teachers Salary Guide for 1976-77 as adopted by mutual agreement of the Lavallette Education Association and the Lavallette Board of Education on March 18, 1976.

ARTICLE IV

PERSONAL LEAVE OF ABSENCE

Teachers shall be entitled to the following personal leaves of absence with full pay each school year:

Three(3) days leave of absence for personal, legal, business, household, or family matters which require absence during school hours. Application to the Administrative Principal shall be made as far in advance as possible and prior approval must be required. The applicant for such leave shall not be required to state the reason for taking such leave other than that he is taking it under this section.

It is further agreed that one (1) unused personal day may be accumulated each year up to a maximum of 5 such accumulated days. These accumulated days shall be added to the three (3) accruing each year and shall not be used to reduce that amount.

ARTICLE V

INSURANCE PROTECTION

• ARTICLE VI

INSERVICE CLAUSE

ARTICLE VII

DURATION OF AGREEMENT

ARTICLE I

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 collecting negotiations concerning terms and conditions of employment for the school year 1976-77 beginning in July 1, 1976 and ending June 30, 1977.

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

ARTICLE II  
GRIEVANCE PROCEDURES

Grievance 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 Lavallette 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

TEACHER SALARY GUIDE 1976-77

Step	B	B + 15	B + 30	M	M + 30
1	\$ 9,646	\$10,046	\$10,446	\$10,646	\$11,046
2	10,070	10,470	10,870	11,070	11,470
3	10,494	10,894	11,094	11,494	11,894
4	10,918	11,318	11,718	11,918	12,318
5	11,660	12,060	12,460	12,660	13,060
6	12,084	12,484	12,884	13,084	13,484
7	12,508	12,908	13,308	13,508	13,908
8	12,932	13,332	13,732	13,932	14,332
9	13,674	14,074	14,474	14,674	15,074
10	14,098	14,498	14,898	15,098	15,498
11	14,522	14,922	15,322	15,522	15,922
12	14,946	15,346	15,746	15,946	16,346
13	15,688	16,088	16,488	16,688	17,088
14	16,112	16,512	16,912	17,112	17,512

1. \$300 at beginning of 17th year of experience inclusive to the 20th year. At the 21st year an additional \$300 will be added.
2. Teachers will advance to the next step on the guide upon receiving a satisfactory year round evaluation.
3. Tuition Grant Payment Plan:
  - a. Teachers with one year of service in the system will be reimbursed \$100 for successful completion of three (3) graduate credits.

ARTICLE V

INSURANCE PROTECTION

- A. The Board agrees to provide insurance coverage, including family coverage, for each teacher under contract who is employed on a full time basis of not less than 30 hours per week, for hospital and surgical coverage, including major medical, in accordance with the minimum provisions of that provided by the New Jersey Division of Pensions in its insurance program. The obligation of the Board to provide this coverage shall continue during the term of this contract so long as the State insurance plan remains guaranteed.
- B. The policy selected by the Board shall be that provided through the State of New Jersey or a policy which will provide at least equal to the coverage provided by the State plan.
- C. The Board shall select the appropriate carrier and pay the full premium.
- D. The Board shall provide to each teacher any information relative to the policy which is provided by the carrier.

ARTICLE VI

INSERVICE CLAUSE

Inservice workshop will be established according to the needs of the school as established by the IIC. The program will be approved by the LEA President and Administrative Principal. Attendance to such workshops whether during school time or after school hours, shall be mandatory unless excused by the Administrative Principal.

ARTICLE VII

DURATION OF AGREEMENT

This agreement shall be effective as of July 1, 1976 and shall continue in effect until June 30, 1977.

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 18th day of March, 1976.

LAVALLETTTE TEACHERS ASSOCIATION

By Arthur J. Lippincott  
President

By Patricia Bruce  
Secretary

BOARD OF EDUCATION OF THE BOROUGH OF LAVALLETTTE

By Arthur J. Brown  
President

By Alice M. Buchanan  
Secretary