

AGREEMENT BETWEEN

THE MOUNT LAUREL BOARD OF EDUCATION

AND

THE MOUNT LAUREL NON-TEACHING PROFESSIONAL ASSOCIATION

FOR THE PERIOD FROM

JULY 1, 1978

THROUGH JUNE 30, 1980

Burlington

LIBRARY  
Institute of Management and  
Labor Relations

JAN 17 1979

RUTGERS UNIVERSITY

## ARTICLE I - RECOGNITION AGREEMENT

The Mount Laurel Board of Education recognizes the Mount Laurel Non-Teaching Professional Association as the representative for professional negotiations covering terms and conditions of employment for twelve-month employees who are listed below and are covered by this Agreement within the scope of Chapter 123, P.L. 1974 (5746) known as the New Jersey Employer-Employee Relations Act, and as modified and interpreted by the Public Employees Relations Commission through its Rules and Regulations. It is the purpose of the Agreement to establish proper standards concerning terms and conditions of employment and to provide for mutual adjustment of differences which may arise.

Supervisors  
Psychologist  
Guidance Director

## ARTICLE II - RECOGNITION PROCEDURES

The Mount Laurel Board of Education agrees to negotiate terms and conditions of employment each year with the Mount Laurel Non-Teaching Professional Association. The Mount Laurel Non-Teaching Professional Association and the Board recognizes that a majority of each party must ratify all agreements.

## ARTICLE III - MEETINGS

Three days prior to any meeting, each party shall submit an agenda to all the members of the Board or its representative and the member of the Mount Laurel Non-Teaching Professional Association covering matters they wish to discuss.

## ARTICLE IV - STATUTORY SAVINGS CLAUSE

Nothing contained herein shall be construed to deny or restrict to any professional listed in this Agreement such rights they may have under New Jersey School Law or other applicable laws and regulations. Likewise, nothing contained herein shall be construed to deny or restrict the Board in its exercise of any rights which it may have under the New Jersey School Law or other applicable laws and/or administrative regulations.

## ARTICLE V - GRIEVANCE PROCEDURE

### A. Definitions

#### 1. Grievance

A "grievance" shall mean a complaint.

(a) alleging a specific section of the agreement as to a violation, misinterpretation or inequitable application of the provisions of the agreement, or

(b) that he has been treated unfairly or inequitably by reason of any act or practice governing or affecting employees.

#### 2. Aggrieved Person

An "aggrieved person" is the person or group of persons making the claim.

### B. Purpose

The purpose of this procedure is to secure at the lowest possible level equitable solutions to the problems which may, from time to time, arise affecting non-teaching professionals.

### C. Procedures

#### 1. Filing a Grievance

A non-teaching professional with a complaint shall meet with his/her immediate superior with the objective of resolving the matter informally. This meeting must take place within ten (10) work days of the alleged complaint.

If a solution cannot be agreed upon, the non-teaching professional may then re-submit his grievance, in writing, specifying details at Level One.

#### 2. Level One - Superintendent

After having received a grievance in writing, the Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) work days. The Superintendent shall communicate his decision in writing to the grievant.

#### 3. Level Two - Board of Education

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, he/she may submit the grievance to the Board of Education with ten (10) work days after receiving the decision from Level One.

The Board shall meet with the grievant and the Superintendent.

The Board shall send a written decision on the disposition of the grievance to the grievant and the Superintendent.

4. Level Three - Arbitration

If the aggrieved person is not satisfied with the disposition of the grievance at Level Two, he may request the Association to submit the grievance to arbitration. If the Association agrees, it may submit the grievance to arbitration.

ARTICLE VI - TEMPORARY AND EXTENDED LEAVE OF ABSENCE

The professionals listed in the Agreement shall have the same Health Care Insurance, temporary and extended leave of absences granted teachers within the district as provided in the Collective Agreement between the Board of Education of Mount Laurel Township and the Mount Laurel Education Association 1978-1979, under Articles XVII, XVIII, and XIX.

ARTICLE VII - SICK LEAVE

All the professional positions herein enumerated will be given twelve sick days each year.

ARTICLE VIII

Application to attend professional meetings will be made to the Superintendent. An amount of \$300.00 per professional per year herein enumerated will be allotted for such expenses the professional may encounter in attending such meetings.

Professionals required to use their own automobiles in the performance of their duties shall be reimbursed for all such travel at the rate as specified in Board Policy.

ARTICLE IX

Nothing in this Agreement shall be interpreted and/or applied as to eliminate, reduce, or otherwise detract from any existing professional staff benefit.

ARTICLE X - SALARY

Persons covered by this Agreement will be paid in accordance with the 1978-1979 and 1979-1980 salary scale attached (Exhibit "A").

ARTICLE XI - DURATION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 1978, and shall continue in effect until June 30, 1980. This agreement shall expire on the date indicated.
- B. In witness whereof, the parties hereto have caused this Agreement to be signed by their respective representatives.

Mount Laurel Board of Education

[Signature]  
President

1  
Date

[Signature]  
Secretary

Mar 21 1978  
Date

Mount Laurel Non-Teaching Professional Association

[Signature]  
Representative

4/21/78  
Date

EXHIBIT "A"

1978-1979

LEVEL I

YEARS SUPERVISORY EXPERIENCE	TOTAL YEARS EXPERIENCE				
	4	8	12	16	20
1	\$17,650	\$18,650	\$19,650	\$21,650	\$23,650
2	17,850	18,850	19,850	21,850	23,850
3	18,050	19,050	20,050	22,050	24,050
4	18,250	19,250	20,250	23,250	25,250
5	18,450	19,450	20,450	22,450	24,450
6	18,750	19,750	20,750	22,750	24,750

LEVEL II

YEARS SUPERVISORY EXPERIENCE	(WHEN BOARD REQUIRES DOCTORAL DEGREE) TOTAL YEARS EXPERIENCE				
	4	8	12	16	20
1	\$24,050	\$25,050	\$26,050	\$28,050	\$30,050
2	24,250	25,250	26,250	28,250	30,250
3	24,450	25,450	26,450	28,450	30,450
4	24,650	25,650	26,650	28,650	30,650
5	24,850	25,850	26,850	28,850	30,850
6	25,150	26,150	27,150	29,150	31,150

1979-1980

YEARS SUPERVISORY EXPERIENCE	TOTAL YEARS EXPERIENCE				
	4	8	12	16	20
1	\$19,150	\$20,150	\$21,150	\$23,150	\$25,150
2	19,350	20,350	21,350	23,350	25,350
3	19,550	20,550	21,550	23,550	25,550
4	19,750	20,750	21,750	23,750	25,750
5	19,950	20,950	21,950	23,950	25,950
6	20,250	21,250	22,250	24,250	26,250

YEARS SUPERVISORY EXPERIENCE	(WHEN BOARD REQUIRES DOCTORAL DEGREE) TOTAL YEARS EXPERIENCE				
	4	8	12	16	20
1	\$25,550	\$26,550	\$27,550	\$29,550	\$31,550
2	25,750	26,750	27,750	29,750	31,750
3	25,950	26,950	27,950	29,950	31,950
4	26,150	27,150	28,150	30,150	32,150
5	26,350	27,350	28,350	30,350	32,350
6	26,650	27,650	28,650	30,650	32,650

- A - NTPA will absorb vertical movement
- B - Board will absorb horizontal movement