

4-0075

14-28

1972-73

THIS BOOK DOES
NOT CIRCULATE

THIS AGREEMENT, entered into this 4th day of April 1972, by and between the BOARD OF EDUCATION OF THE BOROUGH OF NETCONG, NEW JERSEY, hereinafter referred to as the "BOARD", and the NETCONG TEACHER'S ASSOCIATION, INC. hereinafter referred to as the "ASSOCIATION".

WITNESSETH:

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement, with the further understanding that certain fields have yet to be negotiated between the parties and will be the subject matter of further addendas to 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 concerning the terms and conditions of employment for all certificated personnel whether under contract, on leave, on a per diem basis, employed or to be employed by the Board, including:

Classroom teachers, Librarians, Reading teachers, Speech teachers, Home Instruction teachers, but excluding:

Secretaries, Custodians, Bus Drivers, Attendance Officer and Clerk, Guidance Director, Principals, Library aides, Athletic Directors and Coaches. Athletic Directors and Coaches are to be excluded from the personnel for whom the Association

is recognized as the exclusive and sole representative for collective negotiation with reluctance on the part of the Association, and only until such time as the Public Employment Relations Commission rules that such personnel should, in fact, be so represented by the Association, if such a ruling is made by the Commission.

B. Unless otherwise indicated, the term "teachers", when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

ARTICLE II

A. The salaries of all teachers, covered by this Agreement are set forth in the following paragraphs No. 5 and No. 6.

B. 1. Teachers employed on a ten (10) month basis shall have the option of being paid in twenty (20) equal semi-monthly installments.

2. Teachers may individually elect to have ten per cent (10%) of their monthly salary deducted from their pay. These funds shall be paid to the teacher on the final pay in June or in two equal payments on the 15th day of July and August.

3. When a pay day falls on or during a school holiday, vacation or weekend, teachers shall receive their pay checks on the last previous working day.

4. Teachers shall receive their final checks on the last working day in June,, providing they have fulfilled all of their contractual obligations.

5. Salary Guide for 1972-1973 (Degree Teachers):

	<u>B.A.</u>	<u>B.S.+15</u>	<u>B.S.+30</u>	<u>M.A.</u>
1.	\$ 8,022.	8,228.	8,433.	8,639.
2.	8,228.	8,433.	8,639.	8,845.
3.	8,536.	8,742.	8,947.	9,153.
4.	8,845.	9,050.	9,256.	9,462.
5.	9,153.	9,359.	9,565.	9,770.
6.	9,462.	9,667.	9,873.	10,079.
7.	9,770.	9,976.	10,182.	10,387.
8.	10,079.	10,285.	10,490.	10,696.
9.	10,387.	10,593.	10,799.	11,004.
10.	10,799.	11,004.	11,210.	11,416.
11.	11,210.	11,416.	11,622.	11,827.
12.	11,622.	11,827.	12,033.	12,239.
13.	12,033.	12,239.	12,444.	12,650.
14.	12,444.	12,650.	12,856.	13,061.
15.	12,856.	13,061.	13,267.	13,473.

6. Salary Guide for Non-Degree Teachers and School Nurses:

1.	\$4,400.	7.	\$5,900.
2.	4,650.	8.	6,150.
3.	4,900.	9.	6,400.
4.	5,150.	10.	6,650.
5.	5,450.	11.	6,900.
6.	5,650.		

7. Increments may be withheld according to those regulations set forth under Statute 18A:29-14.

8. The Netcong Board of Education will pay \$200.00 to any employee who has 20 years of service to the Netcong School System and an additional \$200.00 will be paid to any employee who has 25 years and \$200.00 for any employee who has 30 years of service. This provision is not retroactive.

9. Tutorial services shall be of a voluntary nature. The rate of pay for such services shall be \$6.00 per hour. Travel allowance is not compensative.

LEAVES OF ABSENCE AND SICK LEAVE

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

1. Not exceeding four days in case of the death of a member of the immediate family (parent, brother, sister, husband, wife, own children or grandparent) or if any relative or close friend who has lived in the home of the teacher for some time immediately preceding death.

2. Absence from school to attend court, having been served with a subpoena.

3. Absence by reason of quarantine by the Board of Health.

4. Attendance at educational meetings with permission of the Superintendent, if, in his opinion, such attendance is desirable and is recommended by the Building Principal.

5. Two days for personal business per year accumulative up to two years with the following stipulations:

(1) Single personal days must be requested two days in advance.

(2) Four consecutive personal days must be requested one week in advance.

(3) No personal days are to be requested immediately

preceeding, or following school holidays.

Teachers shall be entitled to the following sick leave each school year, with full pay:

1. In the case of a teacher under tenure, 12 days a year, all of which shall be accumulated from year to year if unused.
2. In the case of a non-tenure teacher, 10 days a year, all to be accumulated from year to year if unused.
3. When a non-tenure teacher is employed for a period of less than a full school year, the allowable sick leave shall be pro-rated on the basis of one day a month.
4. The Board of Education secretary shall notify each teacher in the District of the number of sick days he has used during the current school year by the last school day of that year.

ARTICLE IV

MATERNITY LEAVE OF ABSENCE

1. Any regularly appointed member of the teaching staff who is a married woman, and who is pregnant, shall be eligible to receive, upon the recommendation of the Superintendent of Schools, maternity leave, without pay, for two (2) calendar years.
2. No teacher having been granted a maternity leave of absence may return to her teaching duties until the first semester six (6) months after confinement.

ARTICLE V

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT.

- A. In our rapidly changing society, teachers must constant review curricular content, teaching methods and materials,

educational philosophy and goals, social change and other topics related to education. The Board recognizes that it shares with its professional staff responsibility for the upgrading and updating of teacher performance and attitudes. The Board and the Association support the principle of continuing training of teachers and the improvement of instruction.

B. To work toward the ends stated above, the Board agrees to implement the following at the beginning of 1972-73 school year.

1. To pay the full cost of tuition and other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions, other such sessions which a teacher is required and/or requested by the administration to take.

2. The Board of Education will reimburse faculty members for courses taken while in the employ of the Netcong Board of Education under the following conditions:

a. Reimbursement will be made the second week of October of the school year following the taking of the course, i.e., a teacher will not be reimbursed the same school year in which he has taken the course or courses. Reimbursement will be made only to teachers who are employed by the Netcong Board of Education at the time reimbursement is made.

b. The Board of Education will not reimburse any teacher for courses which the teacher is taking in order to fill certification or undergraduate degree requirements.

c. The Board of Education will reimburse teachers who are taking graduate courses in their related field 50% of the

credit cost to a maximum of \$100.00.

d. The Board of Education will not reimburse undergraduate credits unless the Board sponsors the program.

e. The Board may, at its descretion, reimburse for education travel up to a maximum of \$100.00.

f. Any teacher who wishes to take a course and may be eligible for reimbursement, must have prior written approval of the Superintendent of Schools.

g. Not more than \$100.00 will be paid to any one teacher during a 12-month period.

h. In the pursuance of a masters degree in one's assigned subject area, those courses considered as general education shall be reimburseable providing these courses are required by the college or university for completion of degree requirements.

ARTICLE VI

A. As of the beginning of the 1972-73 school year, The Board, after agreement with the Association regarding appropriate insurance carriers, shall provide the health-care insurance protection designated below.

1. For each teacher who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for a full twelve (12) month period, in accordance with the following schedule:

The Board of Education agrees to pay:

- a. 100% of the cost of Major Medical insurance.
- b. 100% of the cost of a single, family, husband and wife or parent-children Blue Cross-Blue Shield contract with Rider "J".

ARTICLE VII

MORNING AND DISMISSAL DUTY

Teachers will not be required to supervise during those periods of time previously described as Morning and Dismissal Duty. Be it also understood that should these duties be reinstated for any reason, they will not be monitored by teachers.

ARTICLE VIII

CONTRACT EFFECTIVENESS

This contract will be effective as of July 1st . Working conditions per employee will become effective as was agreed upon by both parties during the drawing of one's original contract. Deviations from this policy can only be effective with mutual consent from both parties. It will be assumed by the Board of Education that individual agreements for work period conditions run effective from September 1 to June 30.

IN WITNESS WHEREOF, the Association has caused this agreement to be signed by its President and Secretary and The Board of Education has caused this agreement to be signed by its President and Secretary and its corporate seal affixed thereto.

NETCONG TEACHER'S ASSOCIATION, INC.

By: *Annelle Simonsville*
Pres.

ATTEST:

Ann Marie Hand
Secy.
Tves.

NETCONG BOARD OF EDUCATION

By: *Lawrence J. Tashler*
Pres.

ATTEST:

Paul E. Hugg
Secy.