

A G R E E M E N T

between the

BEDMINSTER TOWNSHIP BOARD OF EDUCATION

SOMERSET COUNTY, NEW JERSEY

and the

BEDMINSTER EDUCATION ASSOCIATION

September 1, 1995 - June 30, 1998

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ARTICLE I

RECOGNITION

- A. The Board hereby recognizes the Bedminster Education Association as the exclusive and sole representative for collective negotiations for all certificated professional personnel under contract including:

Classroom Teachers
Special Subject Teachers
Special Education Teachers
Librarian
Social Worker
Psychologist
School Nurse

but excluding:

Superintendent
Substitute Teachers
Board Secretary and Administrative Assistant
Teacher Interns
Janitorial and Maintenance Staff
Clerical Staff/ Secretaries
Principal
Director of Child Study Team
Guidance Counselor/Special Assistant to Superintendent

- B. The term teacher shall refer to all professional employees unless otherwise specified; the term employee shall refer to all members of the bargaining unit. Where a personal pronoun is used in this agreement, it is understood to include both genders.

ARTICLE II

NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123, Public Laws of 1974, in a good-faith effort to reach Agreement. Such professional negotiations shall comply with the calendar dates prescribed by PERC.
- B. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counterproposals in the course of negotiations. It is recognized, however, that the representatives do not have the power of ratification.
- C. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.
- D. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
- E. The Board of Education retains all rights which it has not specifically conceded by the Agreement it has reached with the Teacher Organization.

ARTICLE III

GRIEVANCES

- A. The Board and members of the staff who are the Board's contractual employees, shall follow specific procedures for resolving disagreements that may arise, recognizing the limiting factors of public employment.
- B. A "grievance" is a claim by a teacher or the Association based upon the interpretation, application, or violating of this Agreement affecting a teacher or a group of teachers employed by the Bedminster Board of Education.
- C. Procedure for Processing Grievances
 - 1. Any individual teacher(s) under contract to the Bedminster Township Board of Education shall have the right to appeal the application of policies and administrative decisions affecting him (them) through recognized channels. In presenting his (their) grievances the employee(s) shall be assured freedom from prejudicial action in presenting an appeal. He (they) shall have the right to present his (their) own appeal or to designate representatives of his (their) own choosing to appear with him (them) at any step of the appeal.
 - 2. Appeal Procedure
 - a. The teacher(s) with a grievance shall discuss it first with the Superintendent.
 - b. If, as a result of these discussions, the matter is not resolved, said teacher(s) shall set forth his complaint in writing, fully outlining the grounds upon which the grievance is based, to the Superintendent. The Superintendent, or, in his absence, someone designated by him, shall communicate his decision in writing to the teacher within ten (10) days of the receipt of the complaint.
 - c. If the grievance is not settled after decision by the Superintendent, the matter may be referred to the Professional Committee of the Bedminster Education Association for evaluation or the teacher may appeal directly to the Board of Education.

- d. If the Professional Committee of the Bedminster Education Association determines the grievance is without merit, it will so advise the teacher(s) and said teacher(s) shall have the right to appeal directly to the Board of Education. Such appeals must be in writing stating the full grounds upon which the grievance is based, including specific reference to the portion of the Agreement that is in question. If the grievance has merit, it will be heard at a Grievance Intervention Meeting (which is a pilot* program) . The Pilot program is for the length of the contract. At the end of the contract the pilot program expires; to be renewed only with the agreement of both parties.
- e. Grievance Intervention Meeting consisting of the BEA Grievance Committee (2 members), 2 Board members, Grievant, Superintendent. The participants of this meeting will make a recommendation based on a consensus within 15 days. The recommendation is then sent to the entire Board and the Association for approval. In the case of lack of agreement or approval by the Board of Education and BEA, the issue reverts back to the grievance process. It is understood that this meeting is confidential and that any formal minutes must be agreed upon by both parties.
- f. The Board, or at its discretion, a committee of the Board, will hear the appeal and the Board will render its written decision within forty (40) days of its receipt of the appeal.
- g. Consultants may be called in by either party to the grievance at any time during the procedure to assist in clarifying the issues.
- h. To protect the best interest of the children of the Township and the school system, grievances should be, insofar as possible, resolved privately.

3. Advisory Arbitration

- a. If the decision of the Board or its committee does not resolve the grievance and the teacher wishes review by an arbitrator he shall so notify the Board through the Superintendent within fifteen (15) days of receipt of the Board's decision. Such request for arbitration will not be honored unless the grievant has obtained the consent of the Association and such consent bears the Agreement by the Association to pay its share of the cost of arbitration as hereinafter set forth.

- b. The only grievances which may be arbitrated are those based upon an allegation that there has been a violation of the express written terms of the locally negotiated Agreement. The arbitrator shall have no authority to rule on grievances which concern the interpretation, application, or alleged violation of policies and administrative decisions affecting terms and conditions of employment, or of statutes and regulations setting terms and conditions of employment.
- c. The arbitrator will be appointed in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association (Rule No. 12)
- d. Decision by Arbitrator. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The recommendation of the arbitrator shall be advisory. Only the Board and the aggrieved party and his representative shall be given copies of the arbitrator's report of findings, reasons and recommendations. This shall be accomplished within thirty (30) school days of the completion of the arbitrator's hearings.
- e. Costs of Arbitration. Each party will bear the total cost incurred by themselves.

The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and such costs will be borne equally.

4. Decisions

- a. The Board, having reached a judgment, will make its decision a part of the minutes and notify the appellant.
- b. If the teacher fails to meet the timelines of Section 5 for the initiation or appeal of the grievance the matter shall be considered closed by both parties.

5. Grievance Timeline

Event

Elapsed Time

Initiation (written)

Within 30 school days of event occurrence. The Superintendent has 10 school days to respond.

Appeal to Board of Education	Within 30 calendar days of receipt of written decision of Superintendent.
Written decision by Board of Education	Within 40 calendar days of receipt of appeal by the Board
Request for arbitrator review notification in writing	Within 10 calendar days of Board of Education decision, written notification of intent to request arbitration
Request for American Arbitration Association roster	Within 3 calendar days of arbitrator review notification
Discussion between aggrieved party and/or his representative, of arbitrator's recommendations if requested by Board of Education	Within 30 calendar days of receipt of written request from Board of Education

ARTICLE IV

SALARIES

A. The salaries of all teachers covered by this Agreement are set forth in Schedules A, B, and C which are attached hereto and made a part hereof.

1995/96 - - - - - \$1994. increase per teacher (4.60% average)
No change in Benefit Package.
Stipends will be increased at the same percentage as salaries.

1996/97 - - - - - \$1300. increase for each teacher plus % based on the percent a teacher's salary is of the total salary for teachers.
If the total increased cost for the complete benefit package (hospitalization, dental, prescription and disability) for the year 1996/97 is greater than 10% of the total dollar cost in the year 1995/96, then the salary increase will be adjusted downward to to cover th cost above 10%. In no event will the salary increase be less than 4%. If the total benefit cost as described above decreases by more than 10%, then the salary increase will be adjusted upward by the amount equal to the saving above 10%. In no event will the salary increase be greater than 5.2% The percentage will be a result of insurance company increases only. No change in Benefit Package.

Stipends will be increased at the same percentage as salaries.

1997-98 Salary in Year 3 will be negotiated.

No change in Benefit Package.
Date for said negotiations will be set by March 1 of second year.
The range for salary negotiations shall be a salary increase of no less than 3% and no greater than 5%.
Stipends will be increased at the same percentage as salaries.

The percentages are an average for the salary guide .

- B. 1. Salaries shall be paid semi-monthly on the 15th and 30th, each salary payment being for the previous period worked.
2. When a payday falls on or during a school vacation, holiday or weekend, teachers shall receive their paychecks on the last previous working day.

Salary Administration Guide

- C. Full adjustment shall be made for any degree upon proof of fulfillment of requirements for such degree before September 1 of any school year. Only personnel actually holding degrees will be eligible for placement on the appropriate degree scales.

Personnel earning extra credits will remain on scale for degree actually held. Teachers eligible for equivalency consideration under the State Minimum Salary Law shall receive the salary determined as above or the State Minimum.

Full adjustment will be made for teachers who have earned 30 credits beyond the masters' degree upon submission of official college transcripts before September 1 of any school year. Full adjustment will be made for teachers who have earned 15 credits beyond the bachelors' degree upon submission of official college transcripts before September 1 of any school year.

- D. Yearly salary increments are awarded as evidence of professional, competence. Before promotion to a higher step on the salary scale, each teacher's record will be thoroughly reviewed in regard to professional qualifications. It is the desire of the Bedminster Township Board of Education to attract and hold only the teachers well qualified in the performance of their duties, able to work constructively with fellow teachers, parents and the community, interested in opportunities for self-improvement and proud of their profession. The Board reserves the right to withhold an increment.

- E. Salary credit will not be given for any course for which the attendance requirements or other requirements are substantially less rigorous than those prevailing in standard university and college academic programs.

- F. Any teacher desiring to improve his professional standing by taking courses approved by the Superintendent and the Board of Education will be compensated upon successful completion of such course with at least a "B" average at the course cost as found at The State University. In cases of a Pass/Fail course, he will secure a letter from the instructor that the work completed was equivalent to a "B". If texts are not available in the school library they will be purchased by the Board. They remain the property of the Board and will be placed in the Library by the teachers upon completion of the course. Under no circumstances will payment be made for books and laboratory fees which in total are in excess of 33% of the tuition for a course. Any course other than a course taken to satisfy degree requirements must be adjudged by the Superintendent and the Board of Education as beneficial in increasing the teacher's individual competence in his current or projected teaching assignment in the Bedminster Township School System. The cost of supplies, transportation, registration fees, transcripts, graduation fees are not reimbursable by the Board. The maximum number of credit hours per calendar year is twelve (12).

There will be no salary credit reimbursement for the courses taken; however, any member of the staff who is receiving course reimbursement under previous contractual arrangements will continue to have that reimbursement. To be eligible for assistance under this plan a teacher must:

1. Have requested and received prior to commencing a course, the Superintendent's and the Board of Education's approval for the course. Application for a course shall be made in writing to the Superintendent no less than one week before the next regular Board of Education meeting. No reimbursement will be made for course work not receiving approval prior to its being undertaken. If the approved course is closed or cancelled and there is no scheduled Board meeting prior to the first course meeting of the semester, the Superintendent shall have the right to approve an alternate course.
- G. The cost of any graduate or undergraduate course that a teacher is required to take by the Board shall be fully reimbursed by the Board.

A Senior Service Guide shall be as follows:

1. For the school years 1995-96 and 1996 -97 an additional increment of \$490. above the present salary of any teacher who shall have a total of 15 years experience, 10 of which must have been in this district. These amounts apply to each step of the senior service guide.
2. An additional increment of \$490. above the present salary of any teacher who shall have a total of 20 years teaching experience, 15 of which must have been in this district.
3. An additional increment of \$490. above the present salary of any teacher who shall have a total of 25 years teaching experience, 20 of which must have been in this district.
4. An additional increment of \$490. above the present salary of any teacher who shall have a total of 30 years teaching experience, 25 of which must have been in this district.
5. An additional increment of \$490. above the present salary of any teacher who shall have a total of 35 years teaching experience, 30 of which must have been in this district.

Maximum yearly senior service increments are as follows:

1995-96	-	\$2450.
1996-97	-	\$2450.

This payment is to be exclusive of monies earned as academic credits or degrees, or for administrative effort. In event of guide change, this section will be separately reviewed.

The 10 years of experience in the district for the first increment are to be interpreted as the 10 consecutive years immediately preceding the year of eligibility.

ARTICLE V

SICK LEAVE

A. All teachers employed shall be entitled to ten (10) sick leave days each school year as of the first official day of said school year whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year-to-year with ne maximum benefit.

B. Upon application to the Board of Education, supplemental sick leave may be granted on a case-by-case basis.

ARTICLE VI

TEMPORARY LEAVES OF ABSENCE

A. The Superintendent shall be notified of all temporary leaves of absence no less than two working days in advance. Teachers shall be entitled to the following temporary nonaccumulative leaves of absence with full pay each school year:

1. Two (2) days leave of absence for personal, legal, business, household or family matters which require absence during school hours. Application to the Superintendent for personal leave shall be made at least two (2) days before taking such leave (except in the case of emergencies) and the applicant for such leave shall not be required to state the reason for taking such leave (except during those days which immediately precede the beginning or immediately follow the close of the school year or of any school vacation or holiday) other than that he is taking it under this Section.

2. In each school year, within the term of this Agreement, any personal leave day to which a teacher is entitled under paragraph 1 above that is not used will be converted to sick leave at the end of the school year and added to his accumulated sick leave.

3. Up to two (2) days, upon approval of the Superintendent, for visiting other schools or attending meetings or conference of any educational nature.

4. One (1) day for one (1) representative of the Association to attend conferences and conventions of state and national affiliated organizations.

5. Time necessary for appearances in any legal proceeding connected with the school system or in any other legal proceeding if the teacher is required by law to attend.

6. Time necessary for jury duty if substitution can be arranged for in advance by the Superintendent.

7. In the event of death;

- Up to 10 days, as needed for each occasion, of a spouse or child, within one year of the death.
- Up to 5 days of a primary parent or step-child. These days need not be consecutive.
- Up to 3 consecutive days of a step-parent, step brother, step sister, son-in-law, daughter-in-law, mother-in-law, father-in-law, half-brother, half-sister, brother, sister, brother-in-law, sister-in-law, grandparent, grandchild.

- Up to 1 day of an aunt, uncle, niece, nephew.
- Up to 1 day without pay or 1 sick day in the event of death of a teacher's friend or relative not listed above.

8. A maximum of three (3) days in each year for serious family illness. A physician's certificate of serious illness is required.

A maximum of two days in each year for family illness.

Relatives in both serious family illness and family illness shall be defined as a teacher's spouse, parent, step-parent, child, step-child, brother, sister, mother-in-law, father-in-law, grandparent, grandchild, brother-in-law, sister-in-law, or any other member of the immediate household.

These days need not be consecutive.

Sick leave may be used for family illness and serious family illness when the respective categories have been exhausted.

9. Other leaves of absence with pay may be granted by the Board for good reason.

10. Leaves taken pursuant to Section A above shall be in addition to any sick leave to which the teacher is entitled.

ARTICLE VII

EXTENDED LEAVES OF ABSENCE -

A. A leave of absence without pay of up to two (2) years may be granted to any teacher who joins the Peace Corps, VISTA, National Teacher Corps, or serves as an exchange teacher or overseas teacher, and is a full-time participant in either of such program, or accepts a Fullbright Scholarship.

B. A teacher on tenure may be granted a leave of absence without pay for up to one (1) year to teach in an accredited college or university.

C. 1. A teacher shall notify in writing the Superintendent of impending parenthood as soon as it is confirmed. Accompanying this notification shall be a physician's certification of pregnancy. A teacher may request a maternity/parenthood leave without pay. The timing of the leave shall be in accordance with existing law. However, the Board reserves the right to place on maternity/parenthood leave a teacher whose performance declines or becomes, in the opinion of the school physician, physically incapacitated. All maternity/parenthood leaves granted under this provision shall end at the end of the current school year or at the end of the following school year, at the option of the teacher requesting such leave, except that leave for nontenure teachers will not extend beyond the period of the teacher's contract. The word "parenthood" shall include adopted children.

2. Any teacher adopting an infant/child may receive similar leave which shall commence upon his receiving defacto custody of said infant/child, or earlier if necessary to fulfill the requirements for the adoption. Notification in writing sixty (60) days in advance of first day of leave is required as well as legal evidence of adoption.

D. A leave of absence without pay of up to one (1) year may be granted for the purpose of caring for a sick member of the teacher's family. Family shall include, spouse, child, children you have custody of, step children residing in the household, mother, father, mother-in-law, father-in-law. Additional leave may be granted at the discretion of the Board of Education.

E. The Board may grant a leave of absence without pay to any teacher to campaign for a candidate for a public office other than himself.

F. Other leaves of absence without pay may be granted by the Board for good reason.

G. All determination in connection with leaves of absences shall be made by the Board of Education.

H. For leaves of absence of less than one school year, a teacher may advance a full salary guide step if the teacher works more than 91 teaching days within one school year. For leaves of more than one school year, the Board will evaluate the leave in terms of its contribution to the teacher's professional competence, unless already defined by law, such as for military service, and make a decision on the teacher's Salary Guide advancement based on the evaluation.

ARTICLE VIII

SABBATICAL LEAVES

A. A sabbatical leave, upon approval of the Board, may be granted to a full-time teacher for study, for travel, or for other reasons of value to the school system, subject to the following conditions:

1. If there are sufficient qualified applicants, sabbatical leaves shall be granted to a maximum of one (1) teacher at any one time.
2. Requests for sabbatical leave must be received by the Superintendent in writing no later than March 1, and action must be taken on all such requests no later than May 1 of the school year preceding the school year for which the sabbatical leave is requested.
3. After ten years of experience within the district, a sabbatical leave of absence for one year may be taken at one-half of the salary of the applicant for the purpose of further study or travel-covering at least 8 months of the year. If the sabbatical is for the purpose of completing study for an advanced degree, the period of experience within the district will be seven years instead of ten. Requests for leave and projected plans will be submitted for approval to the Superintendent before March 1 of the school year preceding the year of the requested leave. Documentary proof of how this time was used must be placed in the hands of the Superintendent one month before the beginning of the next school year.
4. A teacher on sabbatical leave shall be paid by the Board at fifty (50%) percent of the salary rate which he would have received if he had remained on active duty.
5. Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of his absence.
6. During the course of the Sabbatical Leave, quarterly reports will be submitted to the Superintendent on the progress of the leave. A final report will be submitted prior to the beginning of the school year in which the teacher returns (to school).
7. The cost of study or travel is to be borne by the teacher.
8. Completion of a sabbatical leave within the district shall impose an obligation upon the teacher to renew his contract, unless otherwise terminated by the Board of Education, for two academic years. This shall not apply in the event of the teacher's physical disability, or if otherwise waived by the

Board of Education. In any other instance, if the teacher wishes to terminate his employment, he shall repay the Board of Education the uncompleted percentage of the two years times the salary he received during the sabbatical leave.

9. Application shall be made upon a form prescribed by the Superintendent and shall clearly state the nature, purpose, professional benefits, and benefits to the school district of the proposed activity for which the sabbatical leave is requested.

In recommending the sabbatical leave of absence, the Superintendent shall give consideration to the use to be made of the requested leave and to seniority in service within the Bedminster School District.

The granting of sabbatical leave shall be at the discretion of the Board based upon the recommendation of the Superintendent.

The principle criterion for judging any request for sabbatical leave is whether or not, in the sole judgment of the Board, it will contribute to the improvement of the district's teaching service.

10. In the event that the program of study or travel being pursued by the teacher on sabbatical leave should be interrupted by serious accident or illness to the teacher, such an interruption shall not constitute a breach of conditions of such leave nor prejudice the teacher in receiving all rights and privileges provided for under the terms of the sabbatical leave provided that the Superintendent was notified of such accident or illness within ten (10) days of its occurrence and is subsequently furnished with satisfactory evidence thereof.

11. If the Superintendent shall become convinced that a teacher on sabbatical leave is not fulfilling the purpose of such leave of absence, he shall immediately report this fact to the Board. The Board may terminate the leave of absence as of the date of its abuse, after giving the teacher an opportunity to be heard.

ARTICLE IX

TEACHER WORK YEAR AND WORK DAY

- A. Teacher work days for the school year 1995/96-183 teacher days
Teacher work days for the school year 1996/97-183 teacher days
Teacher work days for the school year 1997/98-183 teacher days

Student days 1995/96, 1996/97, and 1997/98 will be 181 days.
- B. On days which are designated by the administration for parent reporting conferences, the instructional day will end at 1:20 p.m.
- C. On Fridays and school days preceding holidays, the teachers' work day shall end upon the departure of the last student bus. The teachers work day shall end at 1:20 P.M. on the school day immediately preceding the Thanksgiving, Christmas, and Easter school closings. The last student day will be a 1:20 P.M. dismissal for students.
- D. The 1995-98 teacher work day shall be 6 hours, 45 minutes.
- E. In 1995-98 pupil instructional time shall be 6 hours, 35 minutes.
- F. Teachers of departmentalized grades 7 & 8 shall not be required to teach more than a total of two (2) major subject areas per day.
- G. Notice of vacancies and promotional opportunities within the school district shall be posted on the bulletin board in the general office and in the faculty lounge. Teachers interested in applying for any of these vacancies may indicate their interest in writing to the Superintendent within ten (10) days of posting.
- H. Summer employment opportunities shall be posted in the general office. Teachers will be informed of vacancies and promotional opportunities which may occur during the summer months through a mailing by the administration.
- I. Teachers shall be notified of subject, grade level, and room assignments for the forth coming year no later than June 1 when feasible.
- J. All teachers shall have one period per day for planning and preparation of their work as part of their schedule.

ARTICLE X

INSURANCE PROTECTION

A. The Board shall provide the health-care insurance protection designated below. The Board shall pay the full premium for each teacher employed twenty hours or more per week.

1. For each teacher who remains in the employ of the Board for a full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing September 1 and ending August 31; when necessary, premiums on behalf of the teacher shall be made retroactively or prospectively to assure uninterrupted participation and coverage.
2. Provisions of the health-care insurance program shall be detailed in master policies and contracts of the NJ State Health Benefits Program. If the employee shall choose a Health Maintenance Organization and that cost is higher than the NJ State Health Benefits, the employee shall pay the difference between the cost of the NJ State Health Plan and their selected plan.
3. The Board of Education agrees to assume the teacher's dependents' medical coverage for the teaching staff.
4. The Board shall provide administrative assistance to the teacher(s) in the transitional process for continuance of health care insurance after retirement.

B. The Board of Education will provide Dental coverage for all the teaching staff employed 20 hours or more per week:

1. Premium will be paid by the Board of Education for the employee only coverage agreed to by both parties.

C. The Board of Education will provide disability insurance coverage for all the teaching staff employed 20 hours or more per week.

1. Coverage will be underwritten by Washington National Insurance Company.
2. Premium will be paid by the Board of Education for the employee coverage only.
3. Benefits will be for all services under Plan I, Class B.

D. The Board of Education shall provide coverage for all employees employed 20 hours or more per week for a prescription drug program:

1. Premium will be paid by the Board of Education for the employee only coverage.
2. Plan to be selected shall have a three (\$3) dollar co-payment.

E. If the carrier who underwrites the coverage as spelled out in paragraphs B and D is changed, the benefits offered by the new carrier shall be equal to or better than the existing benefits.

ARTICLE XI

DEDUCTION FROM SALARY

The Board of Education shall, in accordance with the law, or employee authorization, make deductions from an employee's paycheck and remit the amounts deducted to the agent designated by the employees.

Deductions will routinely be made as required for federal income tax and social security; New Jersey income tax, unemployment assistance, and emergency transportation tax; and by the New Jersey Division of Pensions.

Deductions may also be made, provided they have been duly authorized by the employee in writing.

The Board will permit the remittance of funds for annuities and mutual funds only to those insurers and custodial accounts authorized by law and expressly approved by this Board. The Board will consider the approval of only those insurers and custodial accounts to which five or more employees of this district subscribe. An employee who wishes to pay into a tax sheltered annuity or mutual fund offered by a firm not approved by this Board for payroll deductions must make his or her payment individually.

No Board employee shall withhold or pay to another or purchase or have assigned, other than by court order, any compensation for the services rendered by an employee of this district.

ARTICLE XII

RETIREMENT

A teacher considering retirement, with the exception of an emergency retirement, shall notify the Superintendent and Board Secretary on or before December 1 of the year preceding retirement of his intent to retire. The intentions of the employee shall not be made public until the employee formally notifies the Board of Education of his effective date of retirement.

Upon retirement from the district, a teacher shall receive one (1) day's pay for each accumulated sick leave day at the base pay for per diem substitute teachers.

ARTICLE XIII

MANAGEMENT RIGHTS

The Board of Education, subject only to the express written provisions of this Agreement, reserves to itself all rights and responsibilities of management of the School District and full jurisdiction and authority to make and review policy, rules, regulations and practices in furtherance thereof. The exercise of the foregoing powers, rights, authority, duties and responsibilities, by the Board, the adoption of policies, use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of the State of New Jersey and the Constitution and Laws of the United States.

ARTICLE XIV

MISCELLANEOUS PROVISIONS

A. Copies of the Agreement shall be duplicated at the expense of the Board within thirty (30) days after the Agreement is signed and a copy presented to each teacher now employed or hereafter employed.

B. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the Provision(s) of this Agreement, either party shall do so by telegram or registered letter at the following addresses:

1. If by Association, to Board at: 234 Somerville Road
Bedminster, N.J. 07921
2. If by Board, to Association at: President, Bedminster
Education Association
234 Somerville Road
Bedminster, N.J. 07921

C. Teachers using their own vehicles for school business will be reimbursed at the same mileage rate as paid by the administration.

D. If any provision of this agreement is held to be contrary to law, it shall not be valid, except those parts which may be permitted by law. All other provisions shall continue in full force and remain in effect.

E. All additions to an employees personal file will be accompanied by a tear-off sheet as an acknowledgement which shall be signed by the employee and returned to the file, except for observation reports and evaluations.

F. Extracurricular stipends shall increase according to the teachers' salaries. In accordance with statute 123 of the Public Employee Relations Statutes and the expressed provisions of the Agreement, the Board retains the right to add to or decrease the number of extracurricular stipend positions as it deems necessary throughout the life of this contract. (Schedule D attached).

G. Mentoring positions will be posted with stipend positions. Mentor's fee will be paid for by the mentee, not by the Board as specified in Board policy #3126. Information for mentoring will be available from Administration.

Addenda: These items are for informational purposes only and are NOT actual provisions of the negotiated contract.

1. The proposed school calendar will be provided to the Association President or his designee, for their input, at least one week before it is adopted by the Board.
2. The Board agrees to furnish the association with copies of agenda, minutes and new or revised policies as soon as it is feasible for the Board/Business office to do so.
3. Teachers with seven or fewer scheduled preparations within the week will be called upon last to provide coverage.

Teachers will receive 2 "Get out of coverage free" cards for the school year.

Teachers will prioritize subjects and/or grades which they would be most comfortable covering. Administration will consider teacher requests, when feasible.

5. Provide 2 staff development days in the summer (to be set in the annual calendar) for teachers to attend on a voluntary basis, and for teachers to be paid for attending on these days, the per diem substitute rate.
6. The word "His" is used to refer to any member of the association.

ARTICLE XV

DURATION OF AGREEMENT

A. This Agreement shall be effective as of September 1, 1995 and shall continue in effect until June 30, 1998. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

B. In witness whereof the Association has caused this Agreement to be signed by its President and Vice President and the Board has caused this Agreement to be signed by its President and Vice President and attested by its Secretary and its corporate seal to be placed hereon, all on the day and year first above written.

BEDMINSTER EDUCATION
ASSOCIATION

BEDMINSTER TOWNSHIP
BOARD OF EDUCATION

By
Co-President

By
President

By
Co-President

By
Vice-President

Attest:

Board Secretary _____

SALARY GUIDE
1995/96

95/96 STEP	BA	BA +15	MA	MA +30	PhD
1	26,197	27,037	28,087	28,927	29,767
2	27,194	28,034	29,084	29,924	30,764
3	28,454	29,336	30,438	31,320	32,202
4	29,777	30,703	31,860	32,786	33,712
5	31,395	32,375	33,600	34,580	35,560
6	33,233	34,213	35,438	36,418	37,398
7	36,295	37,275	38,500	39,480	40,460
8	39,349	40,329	41,554	42,534	43,514
9	41,183	42,158	43,426	44,405	45,379
10	43,017	43,987	45,298	46,276	47,243
11	44,851	45,816	47,171	48,146	49,108
12	46,685	47,645	49,043	50,017	50,972
13	48,519	49,474	50,914	51,888	52,837
14	50,351	51,302	52,786	53,757	54,700
15	52,185	53,131	54,658	55,628	56,565
16	54,019	54,960	56,531	57,498	58,429
17	55,853	56,789	58,403	59,369	60,294
17 +	57,687	58,618	60,275	61,240	62,158

**SALARY GUIDE
1996/97**

To be developed by the BEA and Administration at a later date.

**SALARY GUIDE
1997/98**

To be developed by the BEA and Administration at a later date.

STIPENDS

<u>ACTIVITY</u>	<u>1995/96</u>	<u>1996/97</u>
Athletic Coordinator	3,000.00	
Arts & Crafts (2-3)	231.00	
Arts & Crafts (2-3)	231.00	
Basketball / Boys	1,409.00	
Basketball / Girls	1,409.00	
Behind the Scenes (Advisor)	320.00	
Behind the Scenes (Advisor)	320.00	
Behind the Scenes	192.00	
Behind the Scenes	192.00	
Cheerleading	705.00	
Computer Club (2)	115.00	
Computer Club (5-8)	115.00	
Computer Club (3-4)	115.00	
Conflict Mediation Lead Advisor	320.00	
Conflict Mediation Advisor	289.00	
Conflict Mediation Advisor	289.00	
Conflict Mediation Advisor	289.00	
Conflict Mediation Advisor	289.00	
Cooking Club (3)	230.00	
Emergency/Safety Monitors	15.00/game	
Emergency/Safety Monitors	15.00/game	
Environmental Club (4-8)	231.00	
Field Hockey / Girls	418.00	
Flag Football	269.00	
Gym Monitors during games	15.00/game	
Homework Club-to be divided	1,076.00	
Intramural Floor Hockey	359.00	
Lacrosse	575.00	
Literary Magazine-to be divided	385.00	
Open Gym (4-5)	78.00	
Open Gym (4-5)	78.00	
Parades	256.00	
Science Club (2-3)	115.00	
Ski Club Assistant	231.00	
Ski Club Assistant	231.00	
Ski Club Advisor	308.00	
Ski Club Advisor	308.00	
Soccer / Boys (5-8)	418.00	
Softball / Girls	575.00	
Sports Club (2)	115.00	
Sports Club (3)	115.00	
Storytime (K)	63.00	
Storytime (1)	63.00	
Student Council Lead Advisor	320.00	
Student Council Advisor	289.00	
Student Council Advisor	289.00	
Student Council Advisor	289.00	
Yearbook	256.00	
Yearbook	256.00	
Yearbook	256.00	