

4-0199

18-21

AGREEMENT

between the

BOARD OF EDUCATION OF THE BOROUGH OF WATCHUNG

THE COUNTY OF SOMERSET, NEW JERSEY

and the

WATCHUNG BOROUGH EDUCATION ASSOCIATION

1979-1980

LIBRARY
Institute of
Labor

1979

RUTGERS UNIVERSITY

PREAMBLE

This Agreement is entered into this twentieth day of September, 1979, by and between the Watchung Borough Board of Education, hereinafter called the "Board" and the Watchung Borough Education Association, hereinafter called the "Association."

ARTICLE I

RECOGNITION

- A. The Board hereby recognizes the Watchung Borough Education Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for all certified personnel whether under contract at the date of this agreement, on leave, or who come under contract within the duration of this agreement including the following job functions:

Category #1 -

Classroom teachers
Learning disabilities specialists
Reading teachers
Nurses
Guidance counselors
Librarians
Speech therapists
Social Worker
Supplemental teachers

but excluding:

Category #2 -

Secretaries
Custodial staff and supervisor
Teacher aides
Superintendent of schools
Principals
Board Secretary/Business Manager
Psychologist

Any new job function(s) created by the Board shall be placed in either category (#1 or #2) and the Association shall be notified in writing as to the new job function(s)' category. Such placement shall be subject to negotiation if mutual agreement is not reached as to the placement of said job function(s).

- B. Unless otherwise indicated, the term "teachers" when used hereinafter in the Agreement, shall refer to all professional employees represented by the Association in the negotiating unit.
- C. Both the Board of Education of the Borough of Watchung, County of Somerset, State of New Jersey and the Watchung Borough Education Association prohibit discrimination because of race, color, religion, sex or national origin, in any term, condition or privilege of employment.

8. Withholding of increments is not to be construed in any way to be a merit salary guide.
9. Supplemental teachers shall be compensated at the rate of \$9.00 per hour.

WATCHUNG BOROUGH BOARD OF EDUCATION
TEACHER SALARY GUIDE
1979-80

SCHEDULE "A"

<u>STEP</u>	<u>B.A.</u>	<u>M.A.</u>	<u>6-YEAR</u>
1.	\$12,360	\$13,392	\$13,905
2.	12,784	13,851	14,382
3.	13,229	14,333	14,882
4.	13,748	14,896	15,466
5.	14,289	15,482	16,075
6.	14,867	16,108	16,725
7.	15,450	16,740	17,381
8.	16,027	17,366	18,031
9.	16,626	18,015	18,705
10.	17,246	18,687	19,402
11.	17,861	19,352	20,093
12.	18,502	20,047	20,815
13.	19,154	20,754	21,549
14.	19,796	21,448	22,270
15.	20,373	22,075	22,920

- A. Effective July 1, 1969, additional compensation as listed below shall be granted for satisfactory completion of graduate and under-graduate college courses approved in advance by the Superintendent of Schools. Prior to the above date, only graduate courses apply toward additional compensation. All course credits must be earned subsequent to the Bachelor's degree to qualify for additional compensation.

B.	B.A.+12	\$200	M.A.+12	\$150
	B.A.+24	\$350	M.A.+24	\$300
	B.A.+36	\$500		

* course credits may be earned prior or subsequent to the awarding of the M.A. degree.

- C. The six-year level consists of 30 graduate credits earned subsequent to the earning of the M.A. and in a Program approved by an institution of higher learning or with the written approval of the department chairman which leads to an educationally defined objective such as, but not limited to a specialist degree, six-year level certificate, or doctorate degree,

- D. Service Increment:

20 years teaching, 20 years in district	\$650.00
20 years teaching, 10 years in district	\$425.00
20 years teaching, less than 10 in district	\$200.00

ARTICLE XV

EXTENDED LEAVES OF ABSENCE

- A. A leave of absence without pay for one (1) or two (2) school years shall be granted to any one tenure teacher at any one time who joins the Peace Corps, VISTA, or National Teacher Corps; or serves as an exchange teacher, overseas teacher and is a full-time participant in either of such programs; or accepts a Fulbright Scholarship, or teaches in an accredited college or university.
- B. Military leave shall be granted as provided by law.
- C. Child Care Leave
- A teacher may request a leave of absence for child care, without pay, and such leave shall be granted by the Board subject to the following provision. It shall be the obligation of the teacher to notify the Superintendent in writing of his or her intention to take child care leave, 60 days prior to when the leave is expected to commence. A child care leave shall be limited to a maximum of two years. If all or part of the second year is requested the Board may, at its discretion, require the teacher to return at the beginning of the nearest school year.
- D. Maternity Leave
- Maternity leave shall be defined as the actual period of disability due to pregnancy or a related illness. Maternity leave will be routinely given for the two month period surrounding the teacher's due date. Any additional claim of disability would require a physician's signature. Accumulated sick leave may be used for maternity leave at the discretion of the teacher involved.
- E. Other leaves of absence without pay may be granted by the Board for good reason.
- F. 1. Upon return from leave granted pursuant to Section A or B of this Article, a teacher shall be considered as if he were actively employed by the Board during the leave and shall be placed on the salary schedule at the level he would have achieved if he had not been absent, provided, however, that time spent on said leaves shall not count toward the fulfillment of the time requirements for acquiring tenure. A teacher shall not receive increment credit for time spent on a leave granted pursuant to Section C of this Article. Granting of increment credit for time spent on a leave pursuant to Section D of this Article shall be at the discretion of the Board.
2. All benefits to which a teacher was entitled at the time his leave of absence commenced, including unused accumulated sick leave and credits toward sabbatical eligibility, if and when such leave becomes part of this Agreement, shall be restored to him upon his return, and he shall be assigned to the same position which he held at the time said leave commenced, if available or, if not, to a position within his certification.

- G. Requests for and approval of all leaves and extensions or renewals of leaves shall be in writing.
- H. A teacher whose leave of absence terminates during the current school year shall notify the Superintendent by February 1st of that year of his intention to return to active employment for the following school year. Failure to do so shall be construed as intention not to return.
- I. Supplemental teachers shall be entitled to all provisions of this article excepting paragraph A.

ARTICLE XVIII

DURATION OF AGREEMENT

This Agreement shall be in effect as of July 1, 1979 and shall continue in effect until June 30, 1980.

This Agreement shall not be extended orally and it is expressly understood that it shall expire on the dates indicated unless extended by mutual agreement.

In witness thereof the parties hereto have caused this Agreement to be signed by the respective presidents and witnessed by the respective secretaries all on the day and year written above.

WATCHUNG BOROUGH BOARD OF EDUCATION

By Willard K. Benker
President

By Eugene F. Ludo
Secretary

WATCHUNG BOROUGH EDUCATION ASSOCIATION

By Doris A. Corson
President

By Elaine S. Hochheiser
Secretary