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AGREEMENT

BETWEEN

SOUTHAMPTON TOWNSHIP EDUCATIONAL ASSOCIATION

AND

SOUTHAMPTON BOARD OF EDUCATION

EFFECTIVE

July 1, 1989 to June 30, 1992

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ARTICLE I

RECOGNITION

The Board hereby recognizes the Southampton Township Education Association as the exclusive representative for the purpose of collective negotiations concerning terms and conditions of employment for contracted employees meaning certified teaching personnel, librarians, nurses, L.D.T.C, psychologist, and social worker in the employ of the Board.

Unless otherwise indicated, the term "teachers" when hereinafter used 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

NEGOTIATIONS

- A. Any agreement so negotiated shall apply to all teachers, be reduced to writing, and be signed by authorized representatives of the Board and of the Association subject to ratification by a majority vote of a quorum of the full board.
- B. This agreement incorporates the entire understanding of the parties on the matters which were subjected to negotiations.
- C. In an effort to expedite negotiations, the Board of Education's negotiations committee and the Teachers' Committee will meet on or before November 15th. At this meeting, written proposals will be exchanged between the Board's negotiations committee and the teachers' negotiations committee.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

A "Grievance" is a claim by a teacher on the Association based upon the interpretation, application or violation of this Agreement, policies or administrative decisions affecting the terms and conditions of employment of a teacher or a group of teachers.

2. Aggrieved person

An "Aggrieved person" is the person or persons or the Association making the claim.

3. Party in interest

A "Party in interest" is the person or persons making the claim and any person, including the Association or the Board, who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose

The purpose of this procedure is to secure, through an orderly process, rapid and reasonable resolution to problems at the lowest possible level.

C. Procedure

1. All grievances shall be presented within ten (10) calendar days of the occurrence or within ten (10) calendar days after a teacher would reasonably be expected to know of its occurrence for resolution in the appropriate manner. It will be presented in writing.

2. Level One

The aggrieved person shall first discuss the complaint with the building principal, directly or with the Association's designated representative, with the object of resolving the matter. If no agreement can be reached in five (5) calendar days, the grievance moves to the next level.

- a. This initial complaint shall make known the full details of the grievance so that a decision can be based upon total pertinent information.
- b. If the complaint is solved at this level, the building principal will write a report which must be agreed to and signed by the complainant. Such report will then be submitted to the chief school administrator for his records. A copy shall be provided to the Association.
- c. If no resolution can be derived, the grievance then moves to level two.

3. Level Two

The aggrieved person, no later than five (5) calendar days after receipt of the principal's decision, may appeal the decision to the chief school administrator. The appeal to the chief school administrator must be made in writing, reciting the matter as submitted to the principal and stating his or her dissatisfaction with the decision previously rendered.

- a. If the complaint is solved at this level, the CSA will write a report which must be agreed to and signed by the complainant. A copy shall be provided to the Association.
- b. If no agreement is reached in five (5) calendar days, the grievance moves to the next level.

4. Level Three

The Chief School Administrator will forward the request immediately to the Secretary of the Board who will request that the grievance be heard by the Board, or, at its option, by a committee of the Board, within fifteen (15) calendar days.

- a. All records of the preceding meetings on this grievance will be forwarded by the Chief School Administrator to:
 1. Board Secretary
 2. Aggrieved Person
 3. Association Secretary
- b. The aggrieved person, Board and/or Chief School Administrator may bring any Party in interest to the meeting if he feels it necessary to present their situation.
- c. A decision in writing will be rendered within twenty (20) calendar days of the hearing to all participants.

5. Level Four

- a. If the Association is not satisfied with the disposition of the grievance at Level Three, or if no decision has been rendered within twenty (20) calendar days after the hearing under Level Three, the Association may proceed to arbitration by giving written notice thereof to the Board within fifteen (15) calendar days after receipt of the decision at Level Three or the expiration of said twenty (20) calendar days, whichever is sooner. Only the parties signatory to this Agreement shall have the right to proceed to arbitration and said right shall not accrue to an individual employee or group of employees.
- b. Upon receiving said written notice, the parties shall submit a request to the Public Employment Relations Commission for a list of Arbitrators. The parties shall then be bound by the rules and procedures of PERC.
- c. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He shall not have jurisdiction to determine the arbitrability of substantive issues before him but rather such issues shall be determined by the appropriate agency, quasi-judicial or judicial body. He can add nothing to nor subtract anything from the Agreement between the parties or any policy of the Board or any administrative decision. The arbitrator shall be without power or authority to make any decision which requires the commission of any act prohibited by law or which is violative of the terms of this Agreement.
- d. Where the grievance concerns an alleged improper interpretation, application or violation of this Agreement, the decision of the arbitrator shall be final and binding upon the parties. Where the grievance concerns an alleged improper application of policies of the Board or administrative decisions, the decision of the arbitrator shall be advisory only and shall not be binding upon the parties. The decision of the arbitrator shall be transmitted only to the Board, the Association and the aggrieved person.

- e. The costs for the services of the arbitrator, including per diem expenses, if any, any actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

D. Miscellaneous

1. Reprisals

No reprisals of any kind shall be taken by the Board or any member of the administration against any party in interest or any member of the Association by reason of such participation.

2. Separate grievance file

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate file and shall not be kept in the personnel file of any of the participants.

3. Forms

Forms for filing grievances, service notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Chief School Administrator and the Association and the Board and given appropriate distribution so as to facilitate operation of the grievance procedure. Such forms will be prepared by September 1 of the current contract year.

4. Meetings and hearings

All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest heretofore referred to in this Article.

5. Any grievance should be initiated before May 10. Any initiated after May 10 will not be processed before September 1 of the following school year.

E. The following matters shall not be grievable:

1. The termination of or nonrenewal of the contract of a nontenured teacher.
2. In matters where a method of review is prescribed by law, or by any rule or regulation of an administrative or quasi-judicial agency, Board or Commission.
3. Any alleged violation of a teacher's rights where the relief demanded by the teacher is the payment of money damages for alleged wrongful discharge or the reinstatement of employment.

ARTICLE IV

TEACHER'S RIGHTS

A. Rights and Protection

Rights and Protection in Representation of teachers are pursuant to N.J.S.A. 34:13A-1 et seq., or other laws of New Jersey or the Constitutions of New Jersey and the United States.

B. Criticism of Teachers

Any question or criticism by a supervisor, administrator or board member of a teacher and his instructional methodology shall be made in confidence and not in the presence of students, parents or other public gatherings.

C. Faculty Lounge

The faculty lounge shall be reserved for exclusive use of certified personnel and they shall be expected to exercise reasonable care in maintaining the appearance and cleanliness of said lounge. However, it shall be regularly cleaned by the school's custodial staff.

D. Personnel Files

Unit members shall have the rights, upon written request, to review the contents of their personnel file in the presence of an administrator or his designee. Such review shall be accomplished within seven (7) school days after the administration's receipt of the unit member's request. The Board reserves the right to remove prehire recommendations from files being reviewed.

E. Just Cause

No tenured teacher shall have a written reprimand placed in his personnel file or be reduced in compensation without just cause. Any such action taken by the Board or any agent or representative thereof shall be subject to the grievance procedure herein set forth except this paragraph shall not apply to teacher evaluations.

F. Meetings

A meeting between the Chief School Administrator and an Association officer may be scheduled after the departure of the "walkers" and prior to the close of the school day. It is clearly understood that only the Chief School Administrator may schedule a meeting during this time.

ARTICLE V

TEACHING HOURS AND TEACHING LOAD

A. Length of School Day

1. The teacher's normal work day shall consist of seven and one-quarter (7-1/4) hours exclusive of after school meetings.

2. Teachers will be available to parents and students for consultation before or after the normal work day by advance appointment with the teacher's knowledge. Such consultations and conferences are recognized as a professional responsibility and shall be encouraged by the Association.
3. Teachers shall have a daily duty-free lunch period of at least thirty (30) minutes. Teachers shall "sign-out" when leaving the building and "sign-in" upon returning. In the event of an emergency, teachers will be available to handle classes.

B. Preparation Time

The Board will make every effort to provide teachers with a daily preparation time. It is understood that a reduction in teacher specialists could have an adverse effect on said preparation time.

C. Check-In Procedure

Unit members shall indicate their presence for duty by placing their initials in the appropriate column of the faculty "sign-in/sign-out" roster. The sign in sheet shall be removed by the administrator or his designee at 7:41 a.m. for School #2 and at 8:16 a.m. for School #1 and shall be returned at 2:55 p.m. for School #2 and 3:30 p.m. for School #1. A teacher not signing in at the designated place before removal of the "sign-in" sheet is late.

D. Teacher Load

The Board agrees to continue its efforts to keep class size at an acceptable number of twenty-five (25) pupils. Insofar as special education and kindergarten are concerned, state guidelines shall be followed.

E. Unauthorized Early Departure

It is fundamental that school programs cannot be properly conducted when members of the teaching staff depart before the prescribed time. The Board of Education is prohibited from paying for services not rendered as is the case when a faculty member does not comply with the working day prescribed by the Board of Education. Unauthorized early departures are prohibited.

ARTICLE VI

NONTEACHING DUTIES

A. Intent

The Board and the Association acknowledge that a teacher's primary responsibility is to teach and that his energies should, to the extent possible, be utilized to this end. Therefore, they agree as follows:

B. Application

Personnel other than teachers shall perform nonteaching duties and the teachers shall not be required to perform the following duty:

1. Supervision of cafeterias.
2. Correcting standardized tests including California Achievement Tests and the Test of Cognitive Skills.

C. Professional Functions

Teachers may be required to be present for up to seven (7) evenings per school year for related professional functions conducted after normal school hours. Related professional functions shall consist of, but not limited to, art and music festivals, Back-to-School Night, science and social studies fairs and parent consultations but shall not include P.T.A. meetings. With the exception of Back-to-School Night and parent conferences, teachers attending graduate classes shall be excused from attending these functions and specific accommodations shall be made.

D. Parent-Teacher Conferences

Teachers will schedule parent-teacher conferences themselves. Following scheduling, each teacher shall submit a duplicate copy of his schedule to the administration. Administration will be responsible for initiating conference scheduling.

ARTICLE VII

TEACHER EMPLOYMENT

- A. Teachers shall be notified of their contract and salary status for the ensuing year no later than April 30.
- B. The teacher work year shall be no more than 187 days in the 1988-90 school year; 186 days in the 1990-91 school year; and 185 days in the 1991-92 school year.

ARTICLE VIII

SALARIES

A. Salary Schedule

The salary of each teacher covered by this Agreement is set forth in Schedules A-1, A-2, A-3, Service Increments X, Y, and Z which are attached hereto and made a part hereof for the year indicated. The salaries set forth on Schedule B shall be paid to teachers for the annual remuneration for performing extra-curricular duties as shown on said Schedule B. The hourly rate for home instruction is set forth on Schedule C.

B. Methods of Payment

1. Ten (10) Month

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

2. Summer Pay Plan

Each teacher may individually elect to have ten (10%) percent of his monthly salary deducted from his pay. These funds shall be paid to the teacher half on July 15 and half on August 15.

3. Final Pay

Each teacher shall receive his final pay on his last working day in June, providing all sign out procedures are satisfactorily completed.

ARTICLE IX

TEACHER EVALUATION

A. General Criteria

1. Copies of Evaluation

A teacher shall be given a copy of any formal class visits or evaluation report prepared by his evaluators.

2. Standardized Tests

Results of standardized tests used for evaluating students shall not be used solely to evaluate teacher performance.

ARTICLE X

FAIR DISMISSAL PROCEDURE

A. Notification of Status

1. Date

On or before April 30 of each year, the Board shall give to each nontenure teacher continuously employed since September 30 either:

- a. A written offer of a contract for employment for the next succeeding year providing for at least the same terms and conditions of employment but with such increase in salary and benefits as may be required by law or agreement between the Board and the Association, or
- b. A written notice that such employment shall not be offered.

ARTICLE XI

SICK LEAVE

A. Accumulative

1. As of September 1, 1975, 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. Unused sick leave shall accumulate from year to year with no maximum limit. Teachers shall be given a written accounting of accumulated sick leave days no later than September 15th of each school year.

2. Any teacher who has not used any sick leave during a contract year shall be awarded a \$100 Savings Bond to be issued by July 15.

B. Extended Sick Leave

A teacher shall receive the difference between 1/200th of his annual salary and the daily substitute rate for a period equal to those sick leave days accumulated as of September 1 of the school year; provided said accumulated days have been exhausted and said payment shall commence only after five consecutive school days of sickness including the exhausted days if applicable, if approved by the Board on a case by case basis in accordance with N.J.S.A. 18A:3-6. If a replacement teacher has been hired, the deduction shall be at the daily substitute rate. The Board of Education may require a doctor's certificate for leave under this section.

C. Terminal Leave Pay

1. Any teacher having been in the employ of the school district for twenty or more continuous years, who submits to the administration a written statement of intention to retire, shall be eligible for a special retirement allowance, provided notice of such intention to retire is given to the administration at least three (3) months before the final budget submission date.
2. Such allowance shall become part of the final year's salary and shall be paid in equal monthly installments over the last half year of employment.
3. The retirement allowance shall be computed at the rate of one (1) day's pay for every five (5) day's of accumulated unused sick leave to the teacher's credit at the time of the announced contemplated retirement.
4. The daily compensation to the teachers who retire under the aforesaid recommendations, shall be at the daily rate of pay which was earned in the year of retirement.
5. The teacher must be eligible for and actually retire under the provisions of the Teachers' Pension and Annuity Fund.

ARTICLE XII

TEMPORARY LEAVES OF ABSENCE

A. Types of Leave

Teachers shall be entitled to the following temporary leaves which are non-accumulative (except as provided in subparagraph 1 - Personal) with full pay each school year.

Personal

1. It is understood that the uninterrupted presence of the teaching staff is essential to insure the continuity of instruction. Therefore, application for personal days shall not be made unless the matter cannot be resolved outside of school hours.

Two days leave of absence with pay, accumulative to four days, for personal, legal, business, household, or family matters shall be made available as of September 1 to all staff members under contract as of that date. Any personal leave days accumulated over four will be converted to sick leave days and added to the teacher's accumulation. Any staff member joining the staff after September 1, shall be credited personal leave at the rate of 1 day per 94 days of service, available from the first day of contract.

Any staff member who uses any personal leave but whose contract is voluntarily or involuntarily terminated during the school year shall be deducted 1/200th of the annual salary for each personal day used.

Application to the Chief School Administrator for personal leave shall be made at least two days before taking such leave except in the case of emergency. The applicant for such leave shall not be required to state the reason for taking such leave (unless application is being made under the emergency provision), other than to state that he is taking it under this section.

A personal day shall not be taken to extend a holiday or on an inservice day.

No personal half days will be granted. The Chief School Administrator or Board of Education shall have the right to grant half days requested when in his/its judgment an emergency exists.

No more than one staff member in each building will be granted a personal day on any given date. The Chief School Administrator or Board of Education shall have the right to grant additional staff members personal days on any given date when in his/its judgment an emergency exists.

2. School Visitation

Up to two (2) days for the purpose of visiting other schools or attending meetings or conferences of an educational nature, with administrative and/or board approval.

3. Death

- a. Up to five (5) days at any one time in the event of death of a teacher's spouse, child or parent. Three days (3) in the event of death of a son-in-law, daughter-in-law, grandparent, sister, brother, father-in-law, mother-in-law, sister-in-law, brother-in-law, grandchild, or any other member of the immediate household.

- b. In the event of the death of a teacher or student in the Southampton Township School District, the Chief School Administrator shall grant to an appropriate number of teachers sufficient time off to attend funeral services. Extenuating circumstances may warrant additional days with administrative and/or board approval.
 - c. An allowance of one (1) day shall be granted to attend the funeral of aunts, uncles, cousins, nephews and nieces.
4. Childbirth and Child Care Leave
- a. A teacher who is physically disabled due to pregnancy, childbirth and post-partum recovery will be entitled to paid sick leave, as provided in Article XI.A of this Agreement, for the period of such disability or until the expiration of her accumulated sick leave, whichever occurs sooner. A teacher who anticipates such a period of disability will give as much advance notice of the anticipated dates of disability as soon as possible to the Chief School Administrator.
 - b. Child Care Leave
 - 1. The Board shall grant, upon request, child care leave without pay to any tenured teacher, for the purpose of caring for a new born or newly adopted infant child. When child care leave does not immediately follow disability leave, such leaves shall commence on a date agreed upon by the Board and the teacher.
 - 2. All such leaves will terminate either (1) at the beginning of the next school year or (2) at the end of the next school year in accordance with the teacher's request.
 - a. Any teacher who selects leave termination option (1) above may notify the CSA of her intention to continue the leave for the following school year. Such notification must be submitted in writing to the CSA by April 1 prior to the continuation requested.
 - b. Any teacher whose leave commences after April 1st must make her decision for leave based on the provisions of paragraph 2 above. The provisions of paragraph 2.A will not apply.
 - 3. A teacher on leave may apply to the Board in writing for an extension of child leave for no more than one additional school year. Such written application must be made not later than April 15.
 - 4. Application for leave for the care of a newly adopted infant child must be made sixty days before the expected receipt of custody of the infant child, or, if the expected date of receipt is not not known sixty days in advance, as soon as the teacher has been informed of the date.

5. The Board shall grant child care leave not to extend beyond the current contractual year to any non-tenured teacher.
6. Any teacher granted child care leave shall, at her request, be restored to the system at the beginning of a school year or at such other time as may be approved at the discretion of the Board. A teacher on child care leave must notify the Superintendent of her intention to return to active status in the following year by April 15.

5. Extended Leaves of Absence

The Board may, at its discretion, grant employees extended leaves of absence without pay for one academic year.

- a. The employee shall make written application to the Chief School Administrator for such leave one hundred twenty (120) days prior to beginning of said leave. The granting of an emergency leave of absence, and the determination of the length of such leave, will be at the discretion of the Board.
- b. The employee shall state, in writing, the reason for the leave, the date requested leave is to begin, and the date said leave is to terminate. The date of return to work may be adjusted by the Board.
- c. During the period of any extended leave the employee may continue in force and effect the insurance protection provided by Article XIV of this Agreement by paying the regular monthly premiums if such coverage continuation is permitted by the respective carriers.

ARTICLE XIII

SABBATICAL LEAVE

A. Purpose

The purpose of a sabbatical leave is to assist a member of the professional staff to become more valuable as an educator for the Southampton School District.

B. Conditions

1. A member of the professional staff may be granted a sabbatical leave of absence after seven (7) years of consecutive employment in the Southampton School District.
2. Sabbatical leave may be granted for such purposes:
 - a. Professional study at an approved college or university.
 - b. Approved research or study.
 - c. Professionally related travel with study under the auspices of an approved college or university.

Sabbatical Leave Cont.

3. Sabbatical leave may be granted at the discretion of the Board; based upon the program value and seniority of service, to not more than two percent of the educational staff within the district during a given year.
4. Application for Sabbatical Leave
 - a. Must be made no later than January 1, preceding the school year for intended leave.
 - b. Must have a detailed written statement attached to application giving the purpose of the leave, plan of the activity to be pursued, the length of time involved, and anticipated value of the experience to the individual in improving his professional competency and ability to the system.
5. Sabbatical leave time periods:
 - a. One year period - September through June
 - b. Half year period
 1. September through January
 2. February through June
6. Reimbursement will be as follows:
 - a. Reimbursement will be granted at a rate equal to fifty (50) percent of the last year's salary for a full or half year period.
 - b. Payment or reimbursement to be made in accordance with regular payroll dates.
7. While on leave the employee shall not engage in gainful employment except by written agreement with the Board. Scholarships and fellowships do not constitute gainful employment.
8. Sabbatical leave time shall be recognized for purposes of salary increment and pension eligibility.
9. General conditions governing sabbatical leave are:
 - a. Seven consecutive contractual years must have passed since the first sabbatical for an individual to become eligible for another. Applicants who have not previously received a sabbatical will be given preference before a second leave is granted an individual.
 - b. The employee shall agree in writing to return to his position (or a comparable one) in the school system for a period of at least two years following the completion of his leave. In the event the employee does not return, he shall reimburse the Board for the amount of money received for the sabbatical leave.

Sabbatical Leave Cont.

- c. When the employee returns, he shall submit a written report to the Board containing all pertinent data and information on his activities during the period of the original leave in verification of the stated purposes made in the original application.

ARTICLE XIV

INSURANCE PROTECTION

- A. The Board shall pay the premium on hospital/surgical and major medical coverage for individual and, where applicable, family. The plan in effect is New Jersey Blue Cross/Blue Shield (Professional and Continuing Efficiency Program) - PACE. Any change in carriers must establish an equivalent or better level of benefits than the plan in effect.
- B. The Board shall pay the premiums for Washington National Insurance for those unit members who are not covered by ARTICLE XIV, Section A, above.
- C. The Board shall pay the premium for a one dollar (\$1.00) co-pay prescription drug plan, the insurance carrier for same to be selected by the board.
- D. The Board shall continue to pay the premium for a dental plan to teachers for two or three party coverage, as appropriate. The dental coverage will be paid by the board for the 1989-1990 and 1990-1991 years. The board will pay an amount not to exceed \$75.00 per month said coverage for the 1991-1992 year. Said dental coverage shall include orthodontic coverage for dependents.
- E. 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.

ARTICLE XV

PROFESSIONAL DEVELOPMENT

The Board shall provide a professional development program under the following conditions:

1. Courses subject to prior approval by administration.
2. No early dismissal.
3. Up to the rate prevailing in New Jersey State Colleges for no more than six credit hours per fiscal year per teacher. Maximum of \$800 to be spent for each teacher per school fiscal year; reimbursible to teacher provided it has been paid by the teacher.
4. Courses taken in a college or university accredited for certification by the New Jersey State Department of Education.
5. Total maximum amount of money to be spent by the Board in any fiscal year of \$9,000.
6. Satisfactory completion of the course prior to reimbursement. Satisfactory completion is defined as receiving a grade of "A" or "B" in a Pass-Fail course.

ARTICLE XVI

REPRESENTATION FEE

A. Purpose of Fee

If a teacher does not become a member of the Association during any membership year (i.e. from September 1 to the following August 31) which is covered in whole or in part by this agreement, said teacher will be required to pay a representation fee to the Association in lieu of dues for services rendered by the Association.

B. Amount of Fee

Prior to the beginning of each membership year, the Association will notify the Board, in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by nonmembers will be equal to 85% of that amount prorated for the months of employment in a given membership year.

C. Notification

Once during each membership year covered in whole or part by this Agreement, the Association will submit to the Board a list of those teachers who have not become members of the Association for the then current membership year. The Board will deduct from the salaries of such teachers in accordance with paragraph D below, the full amount of the representation fee and promptly will transmit the amount so deducted to the Association.

ARTICLE XVI CONT
REPRESENTATION FEE

D. Payroll Deduction Schedule

The Board will deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each teacher on the aforesaid list during the remainder of the membership year-in-question. The deductions will begin with the first paycheck paid 30 days after receipt of the aforesaid list by the Board but in no event sooner than the thirtieth day following the beginning of a teacher's employment or the tenth day following transfer of an individual to a teaching position who had previously served as a teacher and continued in the employ of the Board in a nonbargaining unit position or was on layoff.

E. Termination of Employment

If the employment of a teacher who is required to pay a representation fee is terminated before the Association has received the amount of representation fee (prorated for the membership year in question) to which it is entitled under this Article, the Board will deduct the unpaid portion of same from the last paycheck paid to said teacher.

F. Mechanics

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

G. Changes

The Association will notify the board, in writing, of any changes in the list provided for in Paragraph C above and/or the amount of the representation fee, and such changes will be reflected in any deductions made more than 30 days after the Board received said notice.

H. Definition of Teacher

The definition of the word "teacher" as used in this Article shall be as defined in Article I hereof.

I. Save Harmless Clause

The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits and other forms of liability including liability for reasonable counsel fees and other legal costs and expenses that may arise out of, or by reason of any action taken or not taken by the Board in conformance with this Article.

ARTICLE XVII

MISCELLANEOUS PROVISIONS

A. Nondiscrimination

The Board and the Association agree that all practices, procedures and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of teachers or in application or administration of this Agreement on the basis of race, creed, national origin, sex, domicile, or marital status.

B. Board Policy

This Agreement constitutes Board policy for both the Association and the Board for the term of said Agreement and both shall carry out the commitments contained herein.

C. Savings Clause

Proposed new rules or modifications of existing rules governing working conditions shall be negotiated with Association before they are established.

D. Separability

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

E. Printing Agreement

The Association shall contribute \$10.00 to the printing of this Agreement with the Board to bear the remainder of the expense. Each teacher will sign by roster that he/she has received a copy of said Agreement and understands its contents.

F. Fully Bargained Provisions

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the terms of the Agreement, neither party will 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 signed this Agreement.

G. Association Meetings

A written request for permission to hold any meeting on school premises conducted by the Association shall be received by the Chief School Administrator or Principal. No meetings shall be held on the school premises without his consent.

ARTICLE XVIII
DURATION OF AGREEMENT

A. Duration Period

Unless otherwise provided herein, this Agreement shall be effective as of July 1, 1989, and shall continue in effect until June 30, 1992, subject to the Association's rights to negotiate over a successor Agreement. The Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.

B. Status of Incorporation

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, this 10th day of July, 1989,

SOUTHAMPTON TEACHERS' ASSOCIATION

By

Joyce O. Jones
President

ATTEST

Russell Thomas
Secretary

SOUTHAMPTON TOWNSHIP BOARD OF
EDUCATION

By

William D. Bauer
President

ATTEST

Virginia D. Saffery
Secretary

X. Service increment for the 1989-1990 school year:

Anyone at step 14 during the 1989-1990 school year shall receive an additional Four Hundred Dollars (\$400) above his place on the 1989-1990 salary guide.

Anyone at step 6 for the 1989-1990 school year shall receive an additional Two Hundred Dollars (\$200) at the conclusion of the 1989-1990 school year. Said payment shall not be added to the employee's base salary.

Y. Service increment for the 1990-1991 school year:

Anyone having taught in the Southampton Township School District for ten to fourteen years as of the end of the 1990-1991 school year, shall receive a salary increment of \$150.00 above his place on the salary guide. The initial payment of this increase shall be a lump sum payment to be included with the teacher's last salary check for the 1990-1991 school year.

Anyone having taught in the Southampton Township School District for fifteen to nineteen years as of the end of the 1990-1991 school year shall receive a salary increment of \$250.00 above his place on the salary guide. The initial payment of this increase shall be a lump sum payment to be included with the teacher's last salary check for the 1991-1991 school year.

Anyone who will have taught in the Southampton Township District for twenty years or more as of the end of the 1990-1991 school year, shall receive an increment of \$400.00 above his place on the salary guide. This increment will be included as part of the teacher's salary for the 1990-1991 school year.

I. Service increment for the 1991-1992 school year:

Anyone having taught in the Southampton Township School District for ten to fourteen years as of the end of the 1991-1992 school year, shall receive a salary increment of \$300.00 above his place on the salary guide. The initial payment of this increase shall be a lump sum payment to be included with the teacher's last salary check for the 1991-1992 school year.

Anyone having taught in the Southampton Township School District for fifteen to nineteen years, as of the end of the 1991-1992 school year, shall receive a salary increment of \$500.00 above his place on the salary guide. The initial payment of this increase shall be a lump sum to be included with the teacher's last salary check for the 1991-1992 school year.

Anyone who will have taught in the Southampton Township School District for twenty years or more as of the end of the 1991-1992 school year, shall receive an increment of \$800.00 above his place on the salary guide. This increment will be included as part of the teacher's salary for the 1991-1991 school year.

Schedule A-1

89-90

Step	BA	B+15	B+30	MA	M+15	M+30
1	24553	24903	25203	25603	26003	26403
2	25053	25403	25703	26103	26503	26903
3	25683	26033	26333	26733	27133	27533
4	26313	26663	26963	27363	27763	28163
5	27258	27608	27908	28308	28708	29108
6	28203	28553	28853	29253	29653	30053
7	29253	29603	29903	30303	30703	31103
8	30737	31087	31387	31787	32187	32587
9	31694	32044	32344	32744	33144	33544
10	32651	33001	33301	33701	34101	34501
11	33608	33958	34258	34658	35058	35458
12	34937	35287	35587	35987	36387	36787
13	36558	36908	37208	37608	38008	38408
14	39051	39401	39701	40101	40501	40901

Schedule A-2

90-91

Step	BA	B+15	B+30	MA	M+15	M+30
1	25749	26199	26549	27099	27549	27899
2	26249	26699	27149	27599	28049	28399
3	26749	27199	27649	28099	28549	28899
4	27405	27855	28305	28755	29205	29555
5	28389	28839	29289	29739	30189	30539
6	29373	29823	30273	30723	31173	31523
7	30467	30917	31367	31817	32267	32617
8	32335	32785	33235	33685	34135	34485
9	33342	33792	34242	34692	35142	35492
10	34349	34799	35249	35699	36149	36499
11	35355	35805	36255	36705	37155	37505
12	36753	37203	37653	38103	38553	38903
13	38459	38909	39359	39809	40259	40609
14	42077	42527	42977	43427	43877	44227

Schedule A-3

91-92

Step	BA	B+15	B+30	MA	M+15	M+30
1	26741	27241	27741	28241	28741	29241
2	27241	27741	28241	28741	29241	29741
3	27741	28241	28741	29241	29741	30241
4	28241	28741	29241	29741	30241	30741
5	29255	29755	30255	30755	31255	31755
6	30269	30769	31269	31769	32269	32769
7	31396	31896	32396	32896	33396	33896
8	33322	33822	34322	34822	35322	35822
9	34359	34859	35359	35859	36359	36859
10	35396	35896	36396	36896	37396	37896
11	38238	38738	39238	39738	40238	40738
12	40238	40738	41238	41738	42238	42738
13	42538	43038	43538	44038	44538	45038
14	45338	45838	46338	46838	47338	47838

Schedule B
Extra-Curricular Salaries

	1989-90	1990-91	1991-92
Basketball Coach	1200	1300	1400
Art Director	1075	1175	1275
Hockey Coach	900	1000	1100
Softball Coach	900	1000	1100
Soccer Coach	900	1000	1100
Cheerleader Coach	900	1000	1100

Music Activities

Chorus/tree-lighting	150	170	190
Primary Christmas Program	275	295	315
Spring Musical	400	430	460
May Day	150	165	180
Graduation	100	115	130

Band Activities

Christmas Concert	200	220	240
Spring Concert	400	430	460
Band Competition	200	220	240
Graduation	100	115	130
Jazz Band	175	190	205

It is agreed that activities set forth under the headings of Music Activities and Band Activities will be paid for only if required by the Chief School Administrator and such amounts provided for under these heading shall be paid to the teacher designated by the CSA to conduct the activity in question.

Schedule C
Home Instruction Salaries

1989-90	1990-91	1991-92
18.10	19.75	21.50

AGREEMENT BETWEEN THE SOUTHAMPTON TEACHERS ASSOCIATION AND THE
SOUTHAMPTON TOWNSHIP BOARD OF EDUCATION FOR THE 1989-1990
THROUGH 1991-1992 SCHOOL YEARS.

LIBRARY AIDE AND ESEA AIDE

The following provisions of this Agreement shall extend to the terms and conditions of employment of the Board's Library aide and ESEA I aide:

Article I (to the extent that they are covered by this Agreement as provided in this paragraph), Articles II, III, XI A-1 only, XII A-1 and 3 only, XIV, XVI and XVII.

AIDES SPLARIES

Provided Mrs. D. Becker, Library aide, and Mrs. Margaret Way, ESEA I aide, continue to be employed in their present positions, their salaries are established as follows:

	1989-1990	1990-1991	1991-1992
Mrs. D. Becker	17,770	19,364	21,112
Mrs. M. Way	15,454	16,845	18,361

LIBRARY AIDE AND ESEA AIDE: SERVICE INCREMENTS FOR THE
1990-1991 SCHOOL YEAR AND 1991-1992 SCHOOL YEAR

Mrs. D. Becker and Mrs. M. Way shall receive a service increment of \$100.00 at the end of the 1990-1991 school year and \$175.00 at the end of the 1991-1992 school year. Initial payment of these increments will be in a lump sum in the last salary check of the school year in question.