

AGREEMENT BETWEEN

LIBERTY TOWNSHIP BOARD OF EDUCATION

AND

LIBERTY TOWNSHIP EDUCATION ASSOCIATION

1979 - 1980

1980 - 1981

X Dec. 6, 1978 - June 30, 1981



problems. The proceedings will be kept informal and confidential as may be and private at any level of the procedure.

## 6. Procedure

### 1. Time limits

- a. The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
- b. The teacher or Association must file alleged grievance within ten working days. The principal has ten working days to act on grievance. The Board has fifteen days to act on grievance.

### 2. Level One - Principal

A teacher with an alleged grievance shall first discuss it with his principal, either directly or through the Association's designated grievance committee, with the objective of resolving the matter informally.

### 3. Level Two - Board

If the person or Association is not satisfied with the level one decision, the matter then goes to the Board of Education.

4. If the grievance arises at the end of the school year, all concerned persons will make every effort to have the grievance resolved by June 30.

### 5. Action of employees during unresolved grievance

During the time of unresolved grievance, employees are required to follow Board policy and/or administrative direction.

## 6. Rights of Teachers to Representation

### 1. Teacher and Association

Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, by a representative selected or approved by the Association. The Association shall have the right to be present and to state its views at all stages of the grievance procedure with the permission of the aggrieved person.

## E. Miscellaneous

### 1. Group Grievance

If in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Board directly, and the processing of such grievance shall be commenced at Level Two. The Association may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

### 2. Written decisions

Decisions rendered at Level One which are unsatisfactory to the aggrieved person, and all decisions rendered at Level Two of the grievance procedure shall be in writing, setting forth the decision and the reasons therefor, and shall be original to all parties in interest and to the Association.

### 3. Separate grievance file

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

### 4. Forms

Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly, by the administrator and the Association, and given appropriate distribution so as to facilitate operation of the grievance procedure.

### 5. Meetings and Hearings

All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this ARTICLE.

## ARTICLE III

Teachers will be required to report to work ten minutes before the scheduled arrival of students and to remain five minutes after the last students report.

## ARTICLE IV

Teacher shall give notice in writing sixty days prior to terminating contract.

ARTICLE V

SICK LEAVE AND DEATH LEAVE

A. Sick Leave

The Board agrees to allow teachers ten days sick leave per year. It is agreed that this leave will be cumulative. This does not apply when school is not in session.

Upon retiring from the Liberty Township School District, the teachers shall be reimbursed at the rate of one half of one day's pay for each unused sick day based on that year's current substitute teacher's rate. This provision does not apply to resignation, dismissal, or early withdrawal from said school district.

B. Death Leave

The Board agrees to allow three days in the event of death of spouse, child, parents, brother, sister, grandparent, in-laws. This does not apply when school is not in session.

ARTICLE VI

The Board agrees to reimburse teachers for approved courses at a rate equal to the tuition rate of the New Jersey state colleges or the total cost of tuition (whichever is less) for tuition costs incurred while pursuing courses beyond the B.A. Degree which contribute to professional growth in educational areas. A grade of C or better is required.

The Board agrees to pay \$15.00 toward any in-service workshop approved by the principal, either during the school term or during the summer session, but not during school hours.

ARTICLE VII

MEDICAL BENEFITS

The Board agrees to pay for employee and family coverage of Blue Cross and Blue Shield. This will not apply to any teacher whose spouse is covered by this or another medical plan. Also, it will only apply to those teachers who have elected to have this family coverage.

ARTICLE VIII

MISCELLANEOUS BENEFITS

A. Full time teachers will receive:

1. Two personal days per year to be arranged for and scheduled with the principal at least three days in advance.

2. The Board agrees to pay \$350.00 toward coaching salaries for each of the following seven sports:

- Soccer
- Gymnastics
- Boys Basketball
- Girls Basketball
- Wrestling
- Boys Softball
- Girls Softball

3. The Board agrees to pay \$800.00 to teachers in charge of after school activities. The moneys to be distributed among the teachers under the direction of the Association in conjunction with the administrator.

1979 - 1980 SALARY GUIDE

YEARS OF EMPLOYMENT	BACHELORS DEGREE	B.S. + 10	B.S. + 20	MASTERS DEGREE	S.D. + 30
1	10,420	10,720	11,020	11,320	11,720
2	10,770	11,070	11,370	11,670	12,070
3	11,454	11,763	12,072	12,381	12,792
4	11,814	12,123	12,432	12,741	13,153
5	12,175	12,484	12,793	13,102	13,514
6	12,637	12,956	13,279	13,583	14,027
7	13,132	13,456	13,780	14,104	14,536
8	13,510	13,833	14,157	14,481	14,912
9	13,941	14,265	14,589	14,912	15,344
10	14,373	14,697	15,020	15,344	15,776
11	14,804	15,128	15,452	15,776	16,207
12	15,377	15,703	16,030	16,357	16,792
13	15,812	16,139	16,466	16,792	17,228

1. All increases on all guides will be based on meritorious service.
2. Favorable reports by the administrator and those charged with supervisory responsibility and approved by the Board of Education are a prerequisite to the granting of all increases in salary.

Nancy E. Smith  
President  
BOARD OF EDUCATION OF LIBERTY TOWNSHIP

Harry F. Noble  
President  
LIBERTY TOWNSHIP EDUCATION ASSOCIATION

Nancy C. Cole  
Secretary  
LIBERTY TOWNSHIP EDUCATION ASSOCIATION

Andrea J. Belman  
Secretary  
LIBERTY TOWNSHIP BOARD OF EDUCATION

12/18/99  
Date