

Blairstown Elementary School Teachers' Contract

Article I

RECOGNITION

A. Unit

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for all teachers, counselors, Child Study Team members, and school nurse under contract, employed or to be employed by the Board.

B. Definition of Teacher

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

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BLAIRSTOWN TOWNSHIP ELEMENTARY SCHOOL TEACHERS

SECTION I

1. Blue Cross Select Medical-Surgical, Hospitalization, Major Medical Insurance, Delta Dental Insurance coverage are provided to teachers. Prescriptions for medication will be covered under Major Medical coverage. Teachers will be reimbursed a maximum of \$150 each for out-of-pocket expenses related to prescription drugs. Prescriptions will also be available by using a cost free mailing program. The deductible for the Medical insurance will be \$100 for an individual and \$200 for a family. All procedures and prescriptions will be subject to the deductible. The maximum dental insurance coverage per year will be \$1500. N.J. State Disability Insurance will be offered to all employees with the Blairstown Board of Education paying 50% of the cost.
2. The school day for teachers will begin at 8:20AM and will end at 3:25PM.
3. Teachers will have a duty free lunch period.
4. A teacher who has a planning period shortened for the long term (an academic school year) will be informed in writing as soon as that determination is made with a copy sent to the BTA executive committee.
5. Teachers hired by the Blairstown Board of Education (Board) will receive longevity payments when eligible. Beginning the eleventh year of service with the Board, teachers will receive a \$100 longevity payment. Once a teacher is eligible, his or her longevity payments shall be increased for the next fifteen years by a maximum of \$100 per year until a total of \$1,500 is reached. See Longevity Scale A.

Longevity Scale A		
<u>Year of Teaching</u>	<u>Years Completed</u>	<u>Amount</u>
11	10	\$100
12	11	\$200
13	12	\$300
14	13	\$400
15	14	\$500
16	15	\$600
17	16	\$700
18	17	\$800
19	18	\$900
20	19	\$1000
21	20	\$1100
22	21	\$1200
23	22	\$1300
24	23	\$1400
25	24	\$1500

Teachers who have acquired some of their teaching experience at other school districts shall be paid \$100 longevity payment by the Board after acquiring ten years of experience, the last five of which have been with the Blairstown Board. The longevity payment for such teachers shall begin in the teacher's sixth year of service with the Board. Once a

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teacher is eligible, his or her annual longevity payments shall be increased for the next fifteen years by a maximum of \$100 per year until a total of \$1500 is reached (Longevity Scale B).

Longevity Scale B		
<u>Year of Teaching</u>	<u>Years Completed at Blairstown</u>	<u>Amount</u>
11th	5th	\$100
12th	6th	\$200
13th	7th	\$300
14th	8th	\$400
15th	9th	\$500
16th	10th	\$600
17th	11th	\$700
18th	12th	\$800
19th	13th	\$900
20th	14th	\$1000
21st	15th	\$1100
22nd	16th	\$1200
23rd	17th	\$1300
24th	18th	\$1400
25th	19th	\$1500

6. Upon receipt of an official transcript, an additional \$100 will be added to the teacher's annual salary for each group of six graduate credits, up to a maximum of thirty-six (36) credits or \$600. Credits must be earned after the teacher has received a certified teaching degree. Teachers with a Master's Degree will receive \$2500 above the BA guide. Presentation of additional credits, as mentioned above, may only be made during the months of August and January to facilitate the drawing of contracts effective September first and February first. All credits presented to the Board of Education for payment must have had prior written approval by the Chief School Administrator (CSA). All credits must be for graduate level courses in the teacher's field of endeavor, unless permission is granted by the CSA for a specific undergraduate course. The form for written approval may be obtained from the board secretary. Pay increases will be granted for graduate courses only.

7. Upon receipt of an official transcript, an additional \$500 will be added to the teacher's annual salary at the Master's plus 15 credit level, \$500 at the Master's plus 30 credit level, and \$500 for a second Master's degree or at the Master's plus 45 credit level for graduate credits earned after receiving a Master's Degree.

8. Credit for military service time up to two years will be granted at the time of initial employment. Time in excess of two years will be halved and included in the next contract. There is a limit of four years total credit for military service.

9. All teachers will be immediately "on guide" with a salary to be determined by the number of years of certified public school teaching experience.

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10. Teachers will be allowed two personal days leave per school year: one day with advance notice and approval of the CSA and one day without prior notice. If unused, these two personal days will be converted to accumulated sick days for the following year. A third personal day may be granted by the CSA. This third personal day will not be converted to an accumulated sick day the following year.

11. Teachers will be allowed ten sick days per school year. Unused sick days will be accumulated.

12. Teachers will be allowed up to five days paid leave for the death of an immediate family member, such as father, mother, spouse, child, brother, sister or any member of the immediate household. Up to three days paid leave will be allowed for the death of mother-in-law, father-in-law, son-in-law, daughter-in-law, grandmother, grandfather, and grandchildren. One day paid leave will be granted for the death of other family members. One day of paid leave per year will be granted for the death of a friend.

13. Upon retirement from the Blairstown School District, a teacher with fifteen (15) years experience, ten (10) in Blairstown, will receive reimbursement for their unused accumulated sick days up to a maximum total of 200 days. The rate will be \$30 per day for the first 100 days and \$38 per day for the second 100 days.

14. A teacher with ten or more years experience in the Blairstown District may apply to the Board of Education for a sabbatical leave to pursue educational advancement. The leave shall be for fulfilling the requirements of a residency, internship or equivalent. The leave shall be for either a half-year at half salary with insurance benefits or a full year at half salary with insurance benefits. Upon returning the teacher will remain in the district for two years. Leave will be limited to one teacher per year.

15. Teachers will receive tuition reimbursement equal to (100%) of the New Jersey State College rate after receipt of a teacher's teaching certificate in his/her field of initial employment. There will be a limit of \$10,000 available for courses per contract year (July 1 to June 30). Based on seniority, each teacher may receive reimbursement for a maximum of twelve credits per contract year. The course must have prior written approval from the CSA and must be in the teacher's field of endeavor. Reimbursement will be made upon receipt of an official transcript to the Board of Education upon completion of the course in which a final grade not lower than a "B" is obtained.

If funds are available in the tuition account, teachers may be allowed reimbursement for an additional 3 credits in order to complete a Masters degree or a teacher on sabbatical may receive reimbursement for courses taken beyond the present 12 credit cap. Teachers must make application to the CSA for this additional reimbursement by June 15.

If sufficient funds remain available in the tuition account after aforementioned reimbursements, those monies will be used for an additional payout made to teachers for the full amount of tuition incurred for courses whose rates exceed the New Jersey state rate. Where upon sufficient funds are not available, an even distribution, per course, not exceeding the actual tuition, will be paid.

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16. Each teacher will receive one professional day per year to enhance his or her professional development. This day must be approved by the CSA. This day may not be accumulated.
17. The President of the Blairstown Teachers Association will receive one hour per week planning period (mutually agreeable between the CSA and the President) to meet with administrators to conduct association business.
18. Upon retirement, all teachers will be allowed to continue their health benefits at the group rate (paid by employee).
19. For the three school years of this contract the "faculty" will be considered a constant in total number for salary purposes only in accordance with the 2001-2002 school year. The financial responsibility for additions to the faculty or changes in its membership requiring additional money will be the obligation of the Blairstown Township Board of Education. The term "base salary" is defined as, "that salary a permanent faculty member or member on sabbatical receives on the Bachelor's salary guide." The teachers' salary increases will be:

\$113,571 for year 2002-2003

\$120,355 for year 2003-2004

\$127,141 for year 2004-2005.

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This agreement shall be effective as of September 1, 2002 and shall continue in effect until June 30, 2005.

In witness whereof the parties hereto have caused this agreement to be signed by their respective presidents, attested by their respective secretaries all on the day and year first above written.

Blairstown Township
Teachers Association

Blairstown Township
Board of Education

By

By

President

President

By

By

Secretary

Secretary