

AGREEMENT BETWEEN:

LIBERTY TOWNSHIP BOARD OF EDUCATION

AND

LIBERTY TOWNSHIP EDUCATION ASSOCIATION

1981 - 1982

X March 19, 1981 - June 30, 1982^(?)

INWITNESSETH

This agreement entered into this 19th day of March, 1981, by and between the Board of Education of Liberty Township, Warren County, New Jersey, hereinafter called the "Board", and Liberty Township Education Association, hereinafter called the "Association".

WITNESSETH:

Whereas, the Board has an obligation, pursuant to Chapter 303, Public Laws, 1966, to negotiate with the Association as the representative of employees hereinafter designated with respect to the terms and conditions of employment; and

Whereas, the parties have reached certain understandings which they desire to confirm in this Agreement: Be it

Resolved, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I

RECOGNITION

A. Unit

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation for all teaching personnel, including the nurse.

ARTICLE II

GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

The word "grievance" when used herein shall mean any alleged injury, injustice, or wrong which arises from an established policy or procedure or the lack of such policy or procedure.

2. 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 at the

ARTICLE II

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 therefore, and shall be transmitted promptly 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 depart.

ARTICLE IV

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

The Board of Education shall determine the number of teachers per year. To the extent that the Board does not apply this rule...

Upon receipt of the Board's decision, the Board shall pay for each month of the teacher's absence, including the month of dismissal, or any other month...

A. Death Leave

The Board shall provide for the death leave of a teacher. This death leave shall be provided in accordance with the provisions of the New Jersey Death Leave Law.

The Board shall provide for the credit accumulation and application of credit hours. The Board shall provide for the registration and credit accumulation of credit hours beyond the B.A. degree. The Board shall provide for the maximum of six (6) credit hours per semester and twelve (12) credit hours per academic year.

The Board agrees to provide for the credit accumulation workshop approved by the principal. The workshop shall be held during the summer session. The Board shall provide for the credit accumulation workshop.

A. Medical Coverage

The Board agrees to provide for the medical and family coverage of Blue Cross of New Jersey. The Board shall provide for the medical and family coverage of Blue Cross of New Jersey who have elected to participate in the program.

The Board agrees to provide for the credit accumulation program I-A of the New Jersey Board of Education. The Board shall provide for the credit accumulation program I-A of the New Jersey Board of Education.

RESOLUTION

WHEREAS, the Board of Education has adopted the following resolution...

Full time teachers will receive the pay schedule for the year to be arranged for and scheduled with the principal at least three days in advance.

The Board agrees to pay \$600.00 toward coaching salaries for each of the following seven sports:

Soccer
Gymnastics
Boys Basketball
Girls Basketball
Wrestling
Boys Softball
Girls Softball

The Board agrees to pay \$1,000.00 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.

1981 - 1982 SALARY GUIDE

YEARS OF EMPLOYMENT	BACHELORS DEGREE	BACHELORS + 10	BACHELORS + 20	MASTERS DEGREE	MASTERS + 30
1	11,620	11,320	11,620	11,920	12,320
2	11,470	11,770	12,070	12,370	12,770
3	12,354	12,663	12,972	13,281	13,692
4	13,071	13,386	13,715	14,044	14,482
5	13,515	13,844	14,174	14,503	14,942
6	13,950	14,289	14,618	14,948	15,387
7	14,512	14,854	15,196	15,537	15,993
8	15,090	15,435	15,780	16,126	16,525
9	15,553	15,897	16,247	16,587	17,047
10	16,052	16,432	16,742	17,087	17,547
11	16,536	16,883	17,227	17,572	18,032
12	17,022	17,367	17,702	18,057	18,517
13	17,652	17,999	18,348	18,697	19,160
14	18,136	18,484	18,832	19,180	19,645
15	18,585	18,933	19,281	19,629	20,094

Beginning the:

16th year - add \$250.00 to the 15th step

20th year - add \$350.00 to the 15th step

25th year - add \$500.00 to the 15th step