

4-2447

210

WORKING CONTRACT

BETWEEN THE

Greenwich Township Board of Education
BOARD OF EDUCATION OF GREENWICH TOWNSHIP

AND THE

GREENWICH TOWNSHIP EDUCATION ASSOCIATION

THE COUNTY OF WARREN, NEW JERSEY

School Years

1987-1988

1988-1989

1989-1990

July 1, 1987 June 30, 1990

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ARTICLE I

RECOGNITION

1. A. The Board does hereby recognize the Greenwich Township
 2. Education Association as the exclusive negotiating agent and
 3. official representative for the teachers, special classroom
 4. teachers, special service team, and school nurse in the Greenwich
 5. Township School District.
-
6. B. Unless otherwise indicated, the term, "teachers" when used
 7. hereinafter, shall refer to all professional employees represented
 8. by the Association in the negotiating unit as defined above.

ARTICLE II

NEGOTIATION PROCEDURE

1. A. The parties agree to enter into collective negotiations over a
2. successor agreement in accordance with laws amending Chapter 123
3. Public Law 303 in a good-faith effort to reach agreement on all
4. matters concerning the terms and conditions of teacher's
5. employment. Such negotiations shall begin not later than October
6. 1st of the calendar year preceding the calendar year in which this
7. Agreement expires. Any agreement so negotiated shall apply to all
8. teachers as described in Paragraph A of Article I, be reduced to
9. writing, be signed by the Board and the Association, and adopted
10. by the Board.

11. B. During negotiation, the Board and the Association shall
12. present relevant data, exchange points of view, and make proposals
13. and counter-proposals. The Board shall make available to the
14. Association for inspection all pertinent records, data, and
15. information of the Greenwich Township School District.

16. C. Neither party in any negotiation shall have any control over
17. the selection of the negotiation representatives of the other
18. party. The parties mutually pledge that both negotiating
19. committees shall be empowered to make decisions, discuss all terms
20. of the agreement, make proposals and counter-proposals, and agree
21. upon the final contract.

22. This contract shall not become valid until ratified by both
23. the Association and the Board.

24. D. Except as this Agreement shall hereinafter otherwise provide,
25. all terms and conditions of employment applicable on the effective
26. date of this agreement to employees covered by this Agreement as
27. established by the rules, regulations, and/or policies of the
28. Board in force on said date, shall continue to be so applicable
29. during the term of this Agreement.

30. E. The Board agrees that the negotiation procedure set forth in
31. this article shall be applicable to the determination and
32. implementation of the grants to be requested by the Board pursuant
33. to any federal and/or state laws, provided however, that the
34. relevant timetable shall be shortened if necessary to comply with
35. the time requirements in making or processing applications under
36. the relevant federal or state laws.

37. F. This Agreement shall not be modified in whole or in part by
38. the parties except by an instrument in writing duly executed by
39. both parties.

ARTICLE III

1. The parties hereto agree on the use of the following grievance
2. procedure.

GRIEVANCE PROCEDURE

3. A. Definitions

4. 1. A "grievance" is a claim by a teacher or the Association
5. based upon the interpretation, application, or violation
6. of this agreement, policies or administrative decisions
7. affecting a teacher or a group of teachers.
8. 2. An "aggrieved person" is the person or persons making the
9. claim.
10. 3. A "party in interest" is the person or persons making the
11. claim and any person, including the Association or the
12. Board, who might be required to take action or against
13. whom action might be taken in order to resolve the claim.

14. B. Purpose

15. The purpose of this procedure is to assure, at the lowest
16. possible level, equitable solutions to the problems, which may
17. from time to time arise affecting teachers. Both parties agree
18. that these proceedings will be kept as informal and confidential
19. as may be appropriate at any level of the procedure.

20. C. Rights of Teachers to Representation

21. 1. Any aggrieved person may be represented by himself, or, at
22. his option, with a representative selected or approved by
23. the Association at all stages of the Grievance Procedure.
24. The aggrieved party must be present at all stages unless
25. his absence, due to illness or emergency situations, is
26. acceptable to both the Board and the Association, In this
27. case only the designated representative must be present.
28. In the case of a grievance affecting a group of teachers,
29. only the designated representative(s) must be present.
30. When a teacher is not represented by the Association, the
31. Association shall have the right to be present and to
32. state its views at all stages of the grievance procedure.

33. No reprisals of any kind shall be taken by the Board or by
34. any member of the administration against any party in in-
35. terest, any representative of any member of the Committee
36. or the Association, or any other participant in the griev-
37. ance procedure by reason of such participation.

ARTICLE III - Continued

1. D. Procedure

2. 1. Since it is important that grievances be processed as rap-
3. idly as possible, the number of days indicated at each
4. level should be considered as a maximum and every effort
5. should be made to expedite the process. The time limits
6. specified may, however, be extended by mutual agreement.

7. 2. In the event a grievance is filed at such time that it
8. cannot be processed through all the steps in this griev-
9. ance procedure by the end of the school year, and, if left
10. unresolved until the beginning of the following school
11. year, could result in irreparable harm to a party in in-
12. terest, the time limits set forth herein shall be reduced
13. so that the grievance procedure may be exhausted prior to
14. the end of the school year or as soon thereafter as it is
15. practicable.

16. 3. Level One

17. A teacher with a grievance shall first discuss it with his
18. principal or immediate superior, either directly or with
19. the Association's designated representative, with the ob-
20. jective of resolving the matter informally.

21. 4. Level Two

22. Ten (10) school days after presentation of the grievance,
23. if the aggrieved person is not satisfied with the dis-
24. position of his grievance at level one, or if no decision
25. has been rendered, he may file the grievance in writing
26. with the Chairperson of the Association's Grievance Com-
27. mittee. Within five (5) school days after receiving the
28. written grievance, the Chairperson of the Committee shall
29. refer it to the Administrative Principal.

30. 5. Level Three

31. Within five (5) school days of the presentation of the
32. written grievance to the Administrative Principal, the
33. grievance and an administrative decision concerning the
34. grievance shall be registered in writing with the Chair-
35. person of the Teacher's Committee of the Board of Educa-
36. tion. The Teacher's Committee of the Board must discuss
37. the issue with the aggrieved party and shall render a
38. decision within fifteen (15) school days after receiving
39. the written grievance.

40. 6. Level Four

41. The grievance shall be registered in writing within five
42. (5) days of the date of the Teacher's Committee decision
43. concerning the grievance with the Secretary of the Board
44. of Education. The full Board of Education must discuss
45. the issue with the aggrieved party and shall render a
46. decision within fifteen (15) school days after receiving
47. the written grievance.

ARTICLE III - Continued

1. 7. Level Five
2. A. If no decision has been rendered by the full Board of
3. Education within fifteen (15) school days after the
4. grievance was delivered to the Secretary of the Board
5. of Education, the aggrieved person may request in writ-
6. ing that the Chairperson of the Association's Griev-
7. ance Committee submit his grievance to arbitration.
8. If a decision has been rendered by the full Board of
9. Education, but it is not considered satisfactory by
10. the aggrieved person, he/she may request in writing
11. within five (5) school days of the decision that his/
12. her grievance be submitted to arbitration. The Chair-
13. person of the Association's Grievance Committee is to
14. submit the grievance to arbitration within fifteen
15. (15) school days after receipt of the request from the
16. aggrieved person.
17. B. Within ten (10) school days after such written notice
18. of submission to arbitration, the Board of Education
19. and the Association's Grievance Committee shall at-
20. tempt to agree upon a mutually acceptable arbitrator,
21. and shall obtain a commitment within the specified
22. period. A request for a list of arbitrators may be
23. made to the American Arbitration Association by either
24. party. The parties shall then be bound by the rules
25. and the procedures of the American Arbitration Associa-
26. tion in the selection of an arbitrator.
27. C. The arbitrator so selected shall confer with the rep-
28. resentatives of the Board of Education and the Asso-
29. ciation's Grievance Committee and hold hearings prompt-
30. ly and shall issue his decision not later than twenty
31. (20) days from the date of the close of the hearings,
32. or if oral hearings have been waived, then from the
33. date the final statements and proofs on the issues are
34. submitted to him. The arbitrator's decision shall be
35. in writing and shall set forth his findings of fact,
36. reasoning and conclusions on the issues submitted.
37. The arbitrator shall be without power or authority to
38. make any decision which requires the commission of an
39. act prohibited by law or which is violative of the
40. terms of the agreement. The decision of the arbitra-
41. tor shall be submitted to the Board of Education and
42. the Association and shall be binding on both parties.
43. D. The costs for the services of the arbitrator, includ-
44. ing per diem expenses, if any, and actual and neces-
45. sary travel, subsistence expenses and the cost of the
46. hearing room shall be borne equally by the Board of
47. Education and the Association. Any other expenses in-
48. curred shall be paid by the party incurring same.

ARTICLE IV

- 1.
2. All contracts shall conform to state laws and shall include:
 3. 1. Employment assignment
 4. 2. Period of employment
 5. 3. Salary
6. Notice of employment to tenure teachers shall include:
 7. 1. Employment assignment
 8. 2. Period of employment
 9. 3. Salary
10. Contracts for teachers shall be voted at on or before the April
11. meeting and submitted to same within fifteen (15) calendar days.
12. All contracts must be returned within fifteen (15) calendar days
13. after individual receives it, and then can be voided only after
14. sixty (60) days notice from either party.

2. Teaching Hours and Teaching Load

3. A. Teaching Day

4. 1. The maximum teacher day shall consist of six and one-half
5. continuous hours. Maximum pupil contact time shall con-
6. sist of five and one-half hours per day or 1650 minutes
7. per week for full time instructors and an appropriate
8. ratio of time per week for instructors employed on a part
9. time basis.
10. 2. The faculty shall arrive no later than 8:10 A.M. and shall
11. leave no earlier than 2:40 P.M.
12. 3. Teachers shall be allowed to leave the school building on
13. Friday and on days preceding holidays at the dismissal of
14. students except for those teachers with late bus duty.
15. 4. Each teacher shall have a one-half hour duty free lunch
16. period each working day.
17. 5. There will be no more than thirty (30) non-supervisory
18. after school functions assigned to teaching staff members
19. by the Administrator or Board of Education. The duration
20. of said functions shall begin no later than five (5) min-
21. utes after the close of the pupil day and lasting no more
22. than one (1) hour. Prior notification of three (3) days
23. shall be given for each after school function. Any meet-
24. ings or activities so scheduled by the Administrator or
25. Board of Education shall be part of the above thirty (30)
26. functions and shall not exceed four (4) per month. Com-
27. mittee Chairpersons shall receive release time of forty-
28. five (45) minutes for every four (4) committee meetings.
29. The Board shall continue Spring and Fall conferences and
30. said conferences shall not be part of the aforementioned
31. thirty (30) functions.
32. 6. Specialists for Music, Art and Physical Education shall
33. begin instruction on the same day as regular classroom
34. instructors, as per class schedule.

35. B. Mandatory Attendance

36. 1. Evening Parent Conferences - not to exceed two (2) eve-
37. nings per year.
38. 2. Open House - Absence will constitute one additional eve-
39. ning supervisory function.
40. 3. Supervision - One (1) function per year in a supervisory
41. capacity. This would be established through staff request
42. with the final decision made by the Chief School Adminis-
43. trator.

44. C. Tutoring

45. 1. Tutoring within the Greenwich Township School District
46. would be provided for those students, on a group or in-
47. dividual basis, in need of additional academic support.
48. 2. Student selection for after-school tutoring would be

ARTICLE V - TEACHING HOURS AND TEACHING LOAD - Continued

1. a. Teacher recommendation
2. b. An indication, on the mid-marking period progress
3. report, that the student is failing or in danger
4. of failing a given subject.
5. c. Parent and/or student request for additional help
6. d. Principal's request.
7. 3. Student to be tutored and length of time for tutoring
8. must be approved by the Administrative Principal.
9. 4. Students approved, under the above criteria, must also
10. comply with the following:
 11. a. The child receiving after-school instruction will
 12. be provided transportation home, by the parent.
 13. b. The child receiving after-school instruction will
 14. approach this instruction with a positive attitude
15. 5. Compensation for the 1987-88 contract year shall be
16. \$13.50 per hour. Beginning with the 1988-89 contract
17. year, compensation shall be \$15.00 per hour.

ARTICLE VI

TEACHER EMPLOYMENT

20. A. The Board of Education agrees to hire only certified teachers
21. holding certificates issued by the New Jersey State Board of
22. Examiners for every regular teaching assignment.
23. B. Each teacher currently under contract shall be placed in said
24. teacher's proper step of the salary schedule as of the beginn-
25. ing of the 1987-88, 88-89, and 89-90 school years in accord-
26. ance with the following paragraph:

27. Credit up to the 12th step of any salary level

28. of the teacher's salary schedule shall be given

29. for previous outside teaching experience, if

30. said teacher holds a standard state reciprocal

31. license. Additional credit not to exceed four

32. (4) years for military experience or alternative

33. civilian services required within the meaning of

34. law 18A:20-11 shall be given upon initial employ-

35. ment.
36. As of the beginning of the 87-88 school year, the aforemen-
37. tioned credit shall be given to any presently employed teacher
38. who has not heretofore received it. Upon initial employ and
39. until the tenure year said new employee's salary shall be
40. negotiated by the Board of Education. At the beginning of the
41. tenure year the employee shall be placed on said employee's
42. appropriate step on the salary schedule.

ARTICLE VI - TEACHER EMPLOYMENT - Continued

1. C. Teachers with previous teaching experience in the Greenwich
2. Township School District shall upon returning to the system
3. be reinstated as per N.J.S.A. 18A:29-9 and/or N.J.S.A. 18A:
4. 29-11.

ARTICLE VII

SALARIES

- 5.
- 6.
7. The salaries of all teachers covered by this Agreement are set
8. forth in Schedule "A" which is attached hereto and made a part
9. thereof.
10. A. Teachers shall be paid in 20 equal semi-monthly installments.
11. Each teacher may individually elect to have any amount of his
12. monthly salary deducted from his pay. This deduction will be
13. forwarded to the Tri-County Federal Credit Union by the Sec-
14. retary of the Board of Education, to be deposited into indi-
15. vidual teacher accounts. The amount deducted will be select-
16. ed in September and cannot be changed during the course of the
17. school year. Teachers may also elect to be paid on a twelve
18. (12) month basis or 24 equal semi-monthly installments.
19. B. When a pay day falls on or during a school holiday, vacation,
20. or weekend, teachers shall receive their pay checks on the
21. last previous working day.
22. C. Teachers shall receive their June checks after all final year
23. end reports have been received and approved by the administra-
24. tion.
25. D. Sick Day Retirement Pay - Twenty five dollars (\$25.00) per day
26. for a maximum of one hundred (100) days accumulated sick leave
27. shall be paid upon retirement. The calculated sum shall be
28. paid to said staff employee after the receipt of a written
29. resignation for retirement and the acceptance by the Board of
30. Education.

CONVERSION CHART

1986-87	1987-88	1988-89	1989-90
1,2,3,4	A	B	C
5	B	C	D
6	C	D	E
7	D	E	F
8	E	F	G
9	F	G	H
10	G	H	I
11	H	I	J
12	I	J	K
13	J	K	L
14	K	L	M
15	L	M	N
16	M	N	O
17	N	O	P
18+	O	P	Q

SALARY GUIDE 1987-88

	BA	BA+15	BA+30 MA	MA+30
A	\$20,300	\$20,750	\$21,250	\$21,900
B (1-4)	20,650	21,100	21,600	22,250
C (5)	21,030	21,480	21,980	22,630
D (6)	22,020	22,470	22,970	23,620
E (7)	23,000	23,450	23,950	24,600
F (8)	24,075	24,525	25,025	25,675
G (9)	24,525	24,975	25,475	26,125
H (10)	25,040	25,490	25,990	26,640
I (11)	25,630	26,080	26,580	27,230
J (12)	26,135	26,585	27,085	27,735
K (13)	26,645	27,095	27,595	28,245
L (14)	27,165	27,615	28,115	28,765
M (15)	27,380	27,830	28,330	28,980
N (16)	28,570	29,020	29,520	30,170
O (17)	29,030	29,480	29,980	30,630
P (18+)	29,815	30,265	30,765	31,415

SALARY GUIDE 1988-89

Exp. (87-88)	BA	BA+15	BA+30 MA	MA+30
A	\$20,400	\$20,850	\$21,350	\$22,000
B (1)	22,550	23,000	23,500	24,150
C (2-5)	22,900	23,350	23,850	24,500
D (6)	23,280	23,730	24,230	24,880
E (7)	24,270	24,720	25,220	25,870
F (8)	25,250	25,700	26,200	26,850
G (9)	26,325	26,775	27,275	27,925
H (10)	26,775	27,225	27,725	28,375
I (11)	27,290	27,740	28,240	28,890
J (12)	27,880	28,330	28,830	29,480
K (13)	28,385	28,835	29,335	29,985
L (14)	28,895	29,345	29,845	30,495
M (15)	29,415	29,865	30,365	31,015

SALARY GUIDE 1988-89 - Continued

	BA	BA+15	BA+30 MA	MA+30
(16)	29,630	30,080	30,580	31,230
(17)	30,820	31,270	31,770	32,420
(18)	31,280	31,730	32,230	32,880
(19+)	32,065	32,515	33,015	33,665

SALARY GUIDE 1989-90

Exp. (88-89)	BA	BA+15	BA+30 MA	MA+30
	\$22,400	\$22,850	\$23,350	\$24,000
(1)	22,750	23,200	23,700	24,350
(2)	24,900	25,350	25,850	26,500
(3-6)	25,250	25,700	26,200	26,850
(7)	25,630	26,080	26,580	27,230
(8)	26,620	27,070	27,570	28,220
(9)	27,600	28,050	28,550	29,220
(10)	28,675	29,125	29,625	30,275
(11)	29,125	29,575	30,075	30,725
(12)	29,640	30,090	30,590	31,240
(13)	30,230	30,680	31,180	31,830
(14)	30,735	31,185	31,685	32,335
(15)	31,245	31,695	32,195	32,845
(16)	31,765	32,215	32,715	33,365
(17)	31,980	32,430	32,930	33,580
(18)	33,170	33,620	34,120	34,770
(19)	33,630	34,080	34,580	35,230
(20+)	34,415	34,865	35,365	36,015

Teachers are placed on guide effective September, 1987-88, 1988-89, and 1989-90, based upon recommendation of the Chief School Administrator and the decision of the Greenwich Township Board of Education.

Graduate credits or degree acceptable must be in the teacher's major area of employment. Any teacher, upon attaining the appropriate number of graduate credits, shall have their salary adjusted to comply with lane increments as set forth on the salary guide. (BA to BA+15 - \$450.00; BA+15 to Masters or BA+30 - \$500.00; BA+30 or Masters to MA+30 - \$650.00.) This adjustment will be made effective September of the contract year immediately following the contract year in which credits were attained.

Longevity - \$400.00 after fifteen (15) years experience, an additional \$400.00 after twenty (20) years experience, and an additional \$400.00 after twenty-five (25) years experience. To gain longevity, all experience must be gained within the Greenwich Township School District.

NOTE: The 1987-88 guide reflects a \$2,150.00 increase per teacher above the 1986-87 salaries.

The 1988-89 guide reflects a \$2,250.00 increase per teacher above the 1987-88 salaries.

The 1989-90 guide reflects a \$2,350.00 increase per teacher above the 1988-89 salaries.

1. ARTICLE VIII

2. COACHES

3. A. Definition of coaching: Coaching shall be defined as an extra-
4. curricular activity that meets at least two times per week for
5. a period of not less than five weeks. All such extracurric-
6. ular activities shall be sports oriented. Coaches shall be
7. appointed by the Chief School Administrator.
8. B. Total compensation for coaching gymnastics for the 1987-88
9. contract year shall be \$650.00. The gymnastics coach shall
10. receive \$400.00, and the assistant coach \$250.00. Beginning
11. with the 1988-89 contract year, total compensation shall be
12. \$850.00, of which the coach shall receive \$500.00, and the
13. assistant coach \$350.00. Coaches shall be paid the full
14. amount at the completion of the season, which shall consist
15. of a minimum of 16 sessions.
16. C. Total compensation for coaching intramural sports shall be
17. \$900.00. Maximum payment for each intramural activity shall
18. be \$150.00 per coach, with a maximum of two coaches. Coaches
19. shall be paid the full amount upon completion of the appropri-
20. ate activity.
21. D. All activities listed under Article VIII shall have prior
22. approval from the Board of Education. Contracts shall be
23. awarded by May 1st of the preceding year.
24. E. Coaches shall be paid at the rate of \$.20 per mile if they use
25. their personal vehicle for travel, to and from scheduled games
26. involved with coaching duties.
27. F. Compensation for coaches shall be \$175.00 for interscholastic
28. softball and \$250.00 for interscholastic basketball. Coaches
29. shall be paid the full amount at the completion of the season.
30. G. All other after school activities shall be defined as clubs.
31. Any instructor shall have the perogative of accepting or re-
32. jecting supervision of any after school club.

33. ARTICLE IX

34. SICK LEAVE

35. A. Each teacher shall receive ten (10) sick days per year. Said
36. sick days shall be accumulative on a year to year basis when
37. the total number of days allowed are not used within a given
38. year.
39. B. Teachers shall be given a written accounting of accumulated
40. sick leave days no later than September 30 of each school year.
41. C. When a teacher, normally entitled to sick leave, is absent as
42. result of an accident arising out of and in the course of
43. employment, he shall receive full salary for a period of such
44. absence up to one calendar year without having such absence
45. charged to sick leave.

1. D. Sick Day Bank - An accumulation of two (2) days for each of
2. the aggregated staff shall be established. The disbursement
3. of these days shall be administered and governed by the Asso-
4. ciation. These days shall not accumulate from year to year,
5. but be recalculated and reinitiated each school year. Any
6. staff member, as defined in Article I, Paragraph A, entitled
7. and designated by the Association, shall receive that day's
8. salary from the sick bank, only after all yearly and accumu-
9. lated sick leave, under Paragraph A of this section, has been
10. exhausted.

ARTICLE X

TEMPORARY LEAVES OF ABSENCES

11. As of the beginning of the 1987-88, 1988-89, and 1989-90 school
12. years, teachers shall be entitled to the following temporary
13. non-accumulative leaves of absences with full pay:

14. A. Personal Days - two (2) days leave of absence for personal
15. legal business, household, or family matters which require
16. absence during school hours. All requests for personal
17. leave are to be made at least twenty four (24) hours in
18. advance to the Chief School Administrator except in the
19. case of an emergency. Applicants for such leave shall not
20. be required to state reasons for taking such leave, other
21. than he is taking it under this section. Unused Personal
22. Days shall be applied to accumulative sick leave.

23. B. Emergency Leave - A total of five (5) days per year emer-
24. gency leave shall be granted when such leave is predicated
25. upon:

26. 1. Illness in the immediate family
27. 2. Death in the immediate family

28. Immediate family means spouse, children, parents, brother,
29. sister, grandparents, in-laws of the same relationship,
30. and any person who has lived in the home of the instruc-
31. tor for a period greater than two (2) years.

32. C. Time necessary for persons called into temporary active
33. duty of any unit of the U.S. Reserves or the State National
34. Guard.

ARTICLE XI

REPORTING ABSENCES

35. Absences are to be reported before 6:45 A.M. of the day the
36. teacher will be absent, if possible.

37. All requests for personal leave are to be made at least
38. twenty-four (24) hours in advance to the Chief School
39. Administrator.

40. When sick leave is claimed for three (3) consecutive school days
41. the Board of Education may require a physician's certificate.
42. This will be filed with the Secretary of the Board of Education in
43. order to obtain sick leave. In cases of suspicion of abuse the
44. Board of Education may require a physician's certificate for any
45. length of absence. This and any required physician's examination

EXTENDED LEAVES OF ABSENCES

1. Military leave without pay shall be granted to any teacher who is inducted or enlists in any branch of the armed forces of the United States for the period of said induction of initial enlistment or to the spouse of any teacher who is so inducted or who enlists to join him for the period of special training in preparation for duty overseas in combat zones.
2. Maternity leave shall commence on the date requested by the teacher. Any teacher granted maternity leave without pay may at the employees discretion elect to use twenty (20) days prior and/or twenty (20) days after the child's birth, said employees sick leave during the period of such absences and receive full pay and benefits for the same. Any teacher shall upon request be restored to the same teaching position, subject area and grade level vacated at the commencement of said leave, if said position still exists. In addition, maternity leave shall not exceed (12) months. However, if for any reason, the maternity leave should cause a disruption of classroom continuity by said instructor returning to the class assigned, an extended leave of up to fifteen (15) months may be granted. This decision shall be left to the discretion of the Board of Education and be classified as Child Care Leave.
3. a. Upon return from leave granted pursuant to 1 and 2 of this article, a teacher shall be considered as if said person were actively employed by the Board of Education during the leave and shall be placed on the salary schedule at the level said person would have achieved if said person 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.
3. b. All benefits to which a teacher was entitled at the time said person's leave of absence commenced, including unused accumulated sick leave, shall be restored to said person upon said persons return, and said person shall be assigned to the same position which said person held at the time said leave commenced, if available, or, if not, to a substantially equivalent position.
4. All extension or renewals of leaves shall be applied for and granted in writing.

ARTICLE XIII

PROFESSIONAL GROWTH

1. All employees shall be provided opportunities for development of increased competence beyond that which they may attain through the performance of their assigned duties. In light of their impact upon the lives of students and in keeping with the breadth of experience and depth of training which they possess, opportunities for professional staff shall be especially rich and varied.
- The Chief School Administrator shall encourage the staff with opportunities in areas such as the following:

ARTICLE XIII - PROFESSIONAL GROWTH - Continued

1. b. Conferences involving other personnel from the dis-
2. trict, county, state, region or nation.
3. c. Membership on committees.
4. d. Training in classes and workshops.
5. e. Further training in institutions of higher learning.
6. Each teacher shall be reimbursed, at the rate of \$.20 per
7. mile, for milage to and from workshops or visiations, and
8. for workshops required by the Board of Education through
9. the Chief School Administrator. Reimbursement shall also
10. include any functions where attendance is either mandated
11. and/or requested when paid function is scheduled beyond
12. the regular school day as stated in Article V.
13. 2. Members of the instructional staff will be eligible for
14. course reimbursement at a rate per credit hour to equal
15. the state college rate with a maximum of twelve (12) cred-
16. it hours per year. Courses taken beyond twelve (12) cred-
17. hours during a given year will not be reimbursed in fu-
18. ture years. The following requirements must be satisfied:
19. a. Written approval must be obtained from the Greenwich
20. Township Board of Education through the Chief School
21. Administrator to assure reimbursement for courses be-
22. fore courses are taken.
23. b. Reimbursement shall be for graduate courses only and
24. shall not exceed twenty four hundred dollars (\$2400.00)
25. per annum for the district. Said reimbursement shall
26. come on a first come, first accepted basis. Graduate
27. courses must be taken in the instructor's major field
28. of instruction or in field or skills needed by the
29. school district. Also, that a grade level of "C" or
30. better must be maintained. Reimbursement which is to
31. be made through the Chief School Administrator will be
32. given after the Board of Education meeting following
33. submission of a satisfactory transcript.
34. C. Teachers will not be required to attend school during the
35. N.J.E.A. Convention. A maximum allotment of \$10.00 per
36. year will be granted to each teacher. These monies must
37. be expended at the N.J.E.A. Convention or P.T.O. function,
38. on books and materials directly related to the teacher's
39. area of instruction. All materials must be approved by
40. the Chief School Administrator prior to reimbursement.

ARTICLE XIV

INSURANCE PROTECTION

1. 1. The Board of Education, after agreement with the Association
2. regarding appropriate insurance carriers, shall provide the
3. health-care insurance protection designated below. The Board
4. of Education shall pay the full premium for each full time
5. teacher (20 hours or more per week) and in cases where appro-
6. priate for family plan insurance coverage. In the case of a
7. part-time employee, the Board of Education shall pay pro-rat-
8. ed insurance premiums, determined by the employee's working
9. hours, and in cases where appropriate for family plan insur-
10. ance coverage.
11. a. For each teacher who remains in the employ of the Board
12. of Education for the full school year, the Board of Educa-
13. tion shall make payment of insurance premiums to provide
14. insurance coverage for the full twelve (12) month period
15. commencing September 1st and ending August 31st, in accord-
16. ance with policies as established by the insurance carrier
17. b. The Board of Education will pay the cost of Lehigh Valley
18. Blue Cross All Service Plan and Pennsylvania Blue Shield
19. Prevailing Fee Plan 100.
20. c. A Drug/Prescription Plan for the Association members shall
21. be included not to exceed 1.5% of the total salary package
22. for 1987-88, 1988-89, and 1989-90 School Years.
23. d. The Board of Education shall provide to each teacher a
24. description of the health care insurance coverage provided
25. under this Article, no later than the beginning of the
26. 1987-88, 1988-89, and 1989-90 school years, which shall
27. include a clear description of conditions and limits of
28. coverage as listed above.
29. e. A Dental Plan for the Association members shall be includ-
30. ed not to exceed 2.0% of the total salary package for
31. 1987-88, 1988-89, and 1989-90 School Years.

ARTICLE XV

USE OF SCHOOL BUILDING

32. The Association and representatives of the Unit shall have the
33. right to use school buildings, with permission of the Chief School
34. Administrator. Twenty-four (24) hour notification is required.
35. Normally such meetings would be immediately after school.

ARTICLE XVI

SCHOOL CALENDAR

1. A committee of three (3) members of the Association shall be
2. appointed by the Association to recommend and consult with the
3. Chief School Administrator in forming a school calendar for the
4. period of September 1st through June 30th. Said consultation
5. shall occur on or before May 1st or fifteen (15) days before Board
6. action on said calendar. Final approval of the calendar must be
7. made by the Board of Education. The Board of Education reserves
8. the right to revise the calendar as conditions warrant.

ARTICLE XVII

MISCELLANEOUS PROVISIONS

9. 1. This agreement constitutes the conditions of and terms of
10. employment for those persons covered under this agreement and
11. the Board of Education shall carry out the commitments con-
12. tained herein and give them full force and effect during the
13. duration of said agreement.

14. 2. If any provision on this agreement or any application of this
15. agreement to any employee or group of employees is held to be
16. contrary to law, then, such provision or application shall not
17. be deemed valid and subsisting, except to the extent permitted
18. by law, but all other provisions or applications shall con-
19. tinue in full force.

20. 3. Any individual contract between the Board of Education and an
21. individual teacher, heretofore or hereafter executed, shall be
22. subject to and consistent with the terms and conditions of
23. this agreement. If an individual contract contains any lang-
24. guage inconsistent with the agreement, this agreement, during
25. its duration shall be controlling.

26. 4. The Board of Education and the Association agree that there
27. shall be no discrimination, and of that all practices, pro-
28. cedures, and policies of the school system shall clearly
29. exemplify that there is no discrimination in the hiring,
30. training, assignment, promotion, transfer, or discipline of
31. teachers in the application or administration of this agree-
32. ment on the basis of race, creed, color, religion, national
33. origin, sex, domicile, or material status.

34. 5. Copies of this agreement shall be printed at the expense of
35. the Board of Education within thirty (30) days after the
36. agreement is signed and presented to all teachers now employ-
37. ed, hereafter, employer, or considered for employment by the
38. Board of Education.

39. 6. Whenever any notice is required to be given by either of the
40. parties to this agreement to the other, pursuant to the pro-
41. visions of this agreement, either party shall do so by tele-
42. gram or registered letter at the following address:
 43. a. If by the Association, to Board of Education Secretary or
 44. President.
 45. b. If by Board of Education, to Association at Secretary

ARTICLE XVIII

DURATION OF AGREEMENT

1. 1. Article VII, Schedule A of this agreement shall be effective
2. as of September 1, 1987 and shall continue in effect through
3. June 30, 1990. All other Articles and their content in this
4. agreement shall be effective as of September 1, 1987 and shall
5. continue in effect through June 30, 1990 subject to the Asso-
6. ciation's right to negotiate over a successor agreement as
7. provided in Article II. This agreement shall not be extended
8. orally, and it is expressly understood that it shall expire on
9. the date indicated, unless it is extended in writing.
10. 2. This agreement incorporates and finalizes all the areas of
11. negotiation heretofore discussed between the parties hereto
12. and contains the complete and final understanding between the
13. said parties as to this negotiated contract.

1987-88, 1988-89, and 1989-90

In Witness Whereof, the said parties caused this document to be signed by their proper corporate officers and caused their corporate seal to be hereto affixed.

GREENWICH TOWNSHIP BOARD OF EDUCATION

By William Sulinski
William Sulinski, President

Date June 17, 1987

ATTEST:

Annette E. Rickline
Annette E. Rickline, Board Secretary

Date June 17, 1987

GREENWICH TOWNSHIP TEACHER'S ASSOCIATION

By Marjorie Willever
Marjorie Willever, President

Date June 12, 1987

By Linda R. Stevens
Linda Stevens, President

Date June 12, 1987

ATTEST:

Dayle Owen
Dayle Owen, Secretary

Date 6/12/87