

AGREEMENT BETWEEN

LIBERTY TOWNSHIP BOARD OF EDUCATION

AND

LIBERTY TOWNSHIP EDUCATION ASSOCIATION

1982 - 1984

✓ July 1, 1982 - June 30, 1984

PREAMBLE

This agreement entered into this 1st day of September, 1982, 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, 1968, 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 1

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 lowest possible level, equitable solutions to the problems. These proceedings will be kept informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Time Limits

- a. The number of days indicated at each level should be considered as a 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.

D. 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

ance 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.

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, grandparents, in-laws. This does not apply when school is not in session.

ARTICLE VI

The Board agrees to reimburse teachers for the registration and tuition costs of approved courses at a rate equal to the New Jersey State college tuition rate, or the total cost of registration and tuition (whichever is less), while pursuing courses beyond the B.A. Degree which contributes to professional growth in the educational area. A grade of B or better is required. A maximum of six (6) credit hours per semester, and a total of twelve (12) credit hours per enrollment year is permitted.

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

A. Medical Coverage

The Board agrees to pay for employee and family coverage of Blue Cross and Blue Shield. It will only apply to those teachers who have elected to take this family coverage.

B. Dental

The Board agrees to pay for employee only coverage of Program I-A of the New Jersey Dental Service Plan.

ARTICLE VIII

MISCELLANEOUS BENEFITS

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

The Board agrees to pay \$400.00 toward coaching salaries for each of the following seven sports:

Boys Basketball	Boys Softball	Soccer
Girls Basketball	Girls Softball	Gymnastics
Wrestling		

The Board agrees to pay up to \$1,400.00 to teachers in charge of after school activities. A schedule of after school activities, with their objectives, dates, and times of occurrence with approval by the Administrator, will be presented to the Board to be approved and monies apportioned at the October regular meeting.

ARTICLE IX

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1982, and shall continue in effect until June 30, 1984, subject to the Association's right to negotiate over a successor Agreement. This Agreement shall expire on the date indicated. Any extension shall be mutually agreed upon in writing by the parties of the Agreement, and unless such extensions are agreed upon this contract shall expire on the date indicated herein.

1982-83 Salary Guide

<u>Step</u>	<u>Bachelor's</u>	<u>Bachelor's + 10</u>	<u>Bachelor's + 20</u>	<u>Master's</u>	<u>Master's + 30</u>
1	11030	11330	11630	11980	12380
2	12074	12374	11674	12024	12424
3	12566	12866	13166	13516	13916
4	13534	13834	14134	14484	14884
5	14319	14619	14919	15369	15669
6	14805	15105	15405	15755	16155
7	15292	15592	15892	16242	16642
8	15896	16246	16596	16996	17396
9	16529	16879	17229	17629	18029
10	17036	17386	17736	18136	18536
11	17582	17932	18282	18682	19082
12	18112	18462	18812	19212	19612
13	18644	18994	19344	19744	20144
14	19344	19684	20034	20434	20834
15	19863	20213	20563	20963	21363

Longevity

16th Add \$250.00 to the 15th step
20th Add \$350.00 to the 15th step
25th Add \$500.00 to the 15th step

1983-84 Salary Guide

<u>Step</u>	<u>Bachelor's</u>	<u>Bachelor's + 10</u>	<u>Bachelor's +20</u>	<u>Master's</u>	<u>Master's + 30</u>
1	11580	11880	12180	12530	12930
2	12136	12436	12736	13036	13436
3	13277	13577	13877	14227	14654
4	13815	14115	14415	14765	15165
5	14873	15173	15473	15823	16223
6	15731	16031	16331	16681	17081
7	16262	16562	16862	17212	17612
8	16794	17144	17494	17894	18294
9	17454	17804	18154	18554	18954
10	18146	18496	18846	19246	19646
11	18700	19050	19400	19750	20150
12	19297	19647	19997	20397	20797
13	19876	20226	20576	20976	21376
14	20458	20808	21058	21508	21908
15	21212	21562	21912	22312	22712

Longevity

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