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THIS BOOK DOES  
NOT CIRCULATE

A G R E E M E N T

BETWEEN

THE LAKEHURST BOARD OF EDUCATION

AND

THE LAKEHURST EDUCATION ASSOCIATION

JUN 14 1971

A G R E E M E N T

BETWEEN

THE LAKEHURST BOARD OF EDUCATION

AND

THE LAKEHURST EDUCATION ASSOCIATION

PREAMBLE

1           This agreement entered into this 14<sup>th</sup> day of  
2 June, 1971, by and between the Board of Education  
3 of the Borough of Lakehurst, the City of Lakehurst, New  
4 Jersey, hereinafter called the "Board," and the Lakehurst  
5 Education Association, hereinafter called the "Association."

SCHOOL CALENDAR

1     A.    The Association may submit a recommended school calen-  
2     dar to the Administration but the Board reserves the right  
3     to establish the final calendar governed by Title 18A.

TEACHING HOURS AND TEACHING LOAD

- 1 A. 1. As professionals, teachers are expected to  
2 to devote to their assignments the time necessary  
3 to meet their responsibilities, but they shall not  
4 be required to "clock in or clock out" by hours and  
5 minutes. Teachers shall indicate their presence for  
6 duty by initialing the appropriate column of the  
7 faculty "sign-in" roster.  
8
- 9 2. No teacher shall be required to report for duty  
10 earlier than fifteen (15) minutes before the opening  
11 of the pupils' school day, and shall be permitted to  
12 leave fifteen (15) minutes after the close of the  
13 pupils' school day. On Fridays or on days preceding  
14 holidays or vacations and PTA meetings the teachers'  
15 day may end five (5) minutes after the close of the  
16 pupil's day.  
17
- 18 3. Teachers may leave the building without requesting  
19 permission during their scheduled lunch periods other  
20 than days of lunch time assignments, but must notify  
21 the central office of their departure on days of  
22 lunchtime assignment.  
23
- 24 4. Building-based teachers may be required to remain  
25 after the end of the regular workday, without additional  
26 compensation, for the purpose of attending faculty or  
27 other professional meetings.  
28
- 29 5. The notice of any meetings shall be given to the  
30 teachers involved at least one (1) day prior to the  
31 meeting, except in an emergency. Teachers shall have  
32 the opportunity to suggest items for the agenda.

SALARIES

- 1     A.   Teachers employed on a ten (10) month basis shall be  
2     paid in twenty (20) equal semi-monthly installments.  
3
- 4     B.   Teachers may individually elect to have a set amount  
5     of their monthly salary deducted from their pay.  These  
6     funds shall be paid to the teacher on the final pay day  
7     in June.  
8
- 9     C.   When a pay day falls on or during a school holiday,  
10    vacation or week-end, teachers shall receive their pay  
11    checks on the last previous working day.  
12
- 13    D.   Teachers shall receive their final checks on the  
14    last working day in June.

VOLUNTARY TRANSFERS AND REASSIGNMENTS

- 1       A.    1.    The Administrative Principal shall post in the  
2            school building a list of the known vacancies which  
3            shall occur during the following school year.  
4  
5            2.    Teachers who desire a change in grade and/or  
6            subject assignment may file a written statement of  
7            such desire with the administrative principal not  
8            later than the last day of the school calendar.  
9            Such statement shall include the grade and/or  
10           subject to which the teacher desires to be assigned,  
11           related to existing vacancies only.

EVENING SCHOOL - SUMMER SCHOOL -

HOME TEACHING AND FEDERAL PROGRAMS

- 1 A. All openings for positions in the summer school, home  
2 teaching, federal projects, and other programs (includ-  
3 ing nonteaching positions for which teachers may be  
4 qualified and eligible) shall be adequately publicized  
5 by the administrative principal. Home teaching openings  
6 shall be posted as they occur.  
7
- 8 B. In filling such positions, teachers employed in the  
9 Lakehurst School District shall have priority to such  
10 assignments before appointment to applicants from  
11 outside the district.



TEACHER FACILITIES

- 1       A     By the beginning of the 1971-72 school year, each  
2           school shall have the following facilities:  
3  
4           1.    Space in each classroom in which teachers may  
5           store instructional materials and supplies.  
6  
7           2.    An appropriately furnished room which shall be  
8           reserved for the exclusive use of teachers as a  
9           faculty lounge during school hours.  Although  
10          teachers shall be expected to exercise reasonable  
11          care in maintaining the appearance and cleanliness  
12          of said lounge, it shall be regularly cleaned by  
13          the school's custodial staff.  
14  
15          3.    A serviceable desk, chair and filing cabinet  
16          for the exclusive use of each teacher in their  
17          designated classroom.  
18  
19          4.    A reasonable supply of books, paper, pencils,  
20          pens, chalk and erasers required in daily teaching  
21          responsibility.

SICK LEAVE

1 A. As of September 1, 1971, all teachers employed shall  
2 be entitled to ten (10) sick leave days each school year  
3 as of the first official day of said school year. Unused  
4 sick leave days shall be accumulated from year to year  
5 with no maximum limit.  
6

TEMPORARY LEAVES OF ABSENCE

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A As of the beginning of the 1971-72 school year, teachers shall be entitled to the following temporary nonaccumulative leaves of absence with full pay each school year:

1 Two (2) days for the purpose of visiting other schools or attending meetings or conferences of an educational nature, with approval of the administrative principal.

2 Time necessary for appearances in any legal proceeding connected with the teacher's employment or with the school system or in any other legal proceeding if the teacher is required by law to attend, in accordance with Title 18A.

3. Up to three (3) days at any one time in the event of death or serious illness of a teacher's spouse, mother, father, child, son-in-law, daughter-in-law, brother, sister, brother-in-law, sister-in-law, and any other member of the immediate household. —

B Three (3) days of unrestricted personal leave of absence, accumulative up to a maximum of five (5) years.

INSURANCE PROTECTION

1     A     As of the beginning of 1971-72 school year, the  
2     Board, after agreement with the Association regarding  
3     appropriate insurance carriers, shall provide the  
4     health-care insurance protection designated below.  
5     The Board shall pay the full premium for each teacher  
6     for single coverage only.

7  
8             1     For each teacher who remains in the employ of  
9     the Board for the full school year, the Board shall  
10    make payment of insurance premiums to provide insur-  
11    ance coverage for the full (12) month period com-  
12    mencing September 1st and ending August 31st.  
13    Those leaving at the end of the school year may have  
14    their coverage extended through September 30th at  
15    their own expense.

16  
17             2     Provisions of the health-care insurance program  
18    shall be as provided for in the Public and School  
19    Employees Health Benefits Program of October 1, 1968.

20  
21     B     The Board shall provide to each teacher a description  
22    of the health-care insurance coverage provided under this  
23    Article.

MISCELLANEOUS PROVISIONS

1 A This Agreement constitutes Board policy for the term  
2 of said Agreement, and the Board shall carry out the com-  
3 mitments contained herein and give them full force and  
4 effect as Board policy.  
5

6 B If any provision of this Agreement or any application  
7 of this Agreement to any employee or group of employees is  
8 held to be contrary to law, then such provision or applica-  
9 tion shall not be deemed valid and subsisting, except to  
10 the extent permitted by law.  
11

12 C Any individual contract between the Board and an in-  
13 dividual teacher, heretofore or hereafter executed, shall  
14 be subject to and consistent with the terms and conditions  
15 of this Agreement. If an individual contract contains any  
16 language inconsistent with this Agreement, during its dura-  
17 tion, shall be controlling.  
18

19 D The Board and the Association agree that there shall  
20 be no discrimination, and that all practices, procedures,  
21 and policies of the school system shall clearly exemplify  
22 that there is no discrimination in the hiring, training,  
23 assignment, promotion, transfer,  
24 or in the application or administration of this Agreement  
25 on the basis of race, creed, color, religion, national  
26 origin, sex, domicile, or marital status.  
27

28 E Copies of this Agreement shall be duplicated at the  
29 expense of the Board within thirty (30) days after the  
30 Agreement is signed and presented to all teachers now  
31 employed or hereafter employed.

LAKEHURST ELEMENTARY SCHOOL  
LAKEHURST, NEW JERSEY

STEP	B.A.	B.A. + 30	M.A.	M.A. + 30
1	7,600	7,900	8,500	8,800
2	7,900	8,200	8,800	9,100
3	8,200	8,500	9,100	9,400
4	8,500	8,800	9,400	9,700
5	8,800	9,100	9,700	10,000
6	9,100	9,400	10,000	10,300
7	9,400	9,700	10,300	10,600
8	9,700	10,000	10,600	10,900
9	10,000	10,300	10,900	11,200
10	10,300	10,600	11,200	11,500
11	10,600	10,900	11,500	11,800
12	11,000	11,300	11,900	12,200
13	11,400	11,700	12,300	12,600

Adopted by the Lakehurst  
Board of Education

**JUN 14 1971**

DURATION OF AGREEMENT

1       A     This Agreement shall be effective as of September 1,  
2     1971 and shall continue in effect until June 30, 1972.  
3     This Agreement shall not be extended orally and     is  
4     expressly understood that it shall expire on the date in-  
5     dicated.

6       B     In witness whereof the parties hereto have caused this  
7     Agreement to be signed by their respective presidents,  
8     attested by their respective secretaries, and their corpor-  
9     ate seals to be placed hereon, all on/ox before the day and  
10    year first above written.

11  
12  
13    (Lakehurst Education)   ASSOCIATION   (Lakehurst)   BOARD OF EDUCATION

14  
15    By \_\_\_\_\_ President                    By \_\_\_\_\_ President

16  
17    By \_\_\_\_\_ Secretary                    By \_\_\_\_\_ Secretary

18  
19                                    Dated: \_\_\_\_\_