

AGREEMENT BETWEEN

LIBERTY TOWNSHIP BOARD OF EDUCATION

AND

LIBERTY TOWNSHIP EDUCATION ASSOCIATION

1977 - 1978

X 1978 - 1979

PUBLIC FILE

This agreement entered into this date
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 382,
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 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
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.

2. The Board of Education shall have the right to investigate any grievance and to take such action as it deems proper, including the right to suspend or terminate by actual suspension.
3. The teacher or Association shall file alleged grievances within ten working days. The principal has ten working days to file on grievance. The Board has fifteen days to act on grievance.
1. **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.
2. **Level two - Board**
If the teacher 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. When a teacher is not represented 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 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 therefor, 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

1. Teachers will be required to report for teaching thirty minutes prior to pupil school day, and remain thirty minutes after instructional day.

ARTICLE IV

1. 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 teachers 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.

The Board shall reimburse \$35.00 a credit or the total cost of tuition (whichever is less) for tuition costs incurred by staff members pursuing courses beyond the B.A. Degree which contribute to professional growth in educational areas. A grade of C or better is required.

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

The Board agrees to pay for single coverage of Blue Cross and Blue Shield.

The Board agrees to pay \$200.00 for the first year of this contract and \$275.00 the second year of this contract toward family coverage of Blue Cross and Blue Shield. This will not apply to any teacher whose spouse is covered by this or another medical plan which contains this benefit. Also, it will only apply to those teachers who have elected to take this family coverage.

ARTICLE VIII

MISCELLANEOUS BENEFITS

1. Full time teachers will receive

- A. Two personal days per year to be arranged for and scheduled with the principal at least three days in advance.
- B. The Board agrees to pay a total of \$2,000.00 to teachers in charge of after school activities the first year of this contract and \$2,500.00 the second year of this contract. The monies will be distributed amongst such teachers under the direction of the Association in conjunction with the administrator.

YEARS OF EMPLOYMENT	NON-DECEASED	MEMBERS ON SCHEDULE	N.S.P. 10	N.S.P. 20	WARREN'S PROGRAM	N.S.P. 30	INCREASE
1	7,600.	9,700.	10,600.	10,800.	10,600.	11,400.	
2	8,000.	10,100.	10,400.	10,700.	11,000.	11,400.	350.
3	8,300.	10,400.	10,700.	11,000.	11,300.	11,700.	350.
4	8,700.	10,600.	11,100.	11,400.	11,700.	12,100.	350.
5	9,000.	11,100.	11,400.	11,700.	12,000.	12,400.	350.
6	9,400.	11,500.	11,800.	12,100.	12,400.	12,800.	350.
7	9,700.	12,000.	12,100.	12,400.	12,700.	13,100.	350.
8	10,100.	12,200.	12,500.	12,800.	13,100.	13,500.	400.
9	10,500.	12,600.	12,900.	13,200.	13,500.	13,900.	400.
10	10,900.	13,000.	13,300.	13,600.	13,900.	14,300.	400.
11	11,300.	13,400.	13,700.	14,000.	14,300.	14,700.	400.

1. All increases on all guides will be based on meritorious service.
2. Favorable reports by the administrator and those charged with supervisory responsibility and approved by the Board of Education are a prerequisite to the granting of all increases in salary.

Grade (1-12)	Now Pay	Proposed Pay	1950 Pay	1951 Pay	1952 Pay	1953 Pay	1954 Pay
1	8,325.	10,000.	10,500.	11,000.	11,500.	12,000.	12,500.
2	8,670.	10,350.	10,850.	11,350.	11,850.	12,350.	12,850.
3	9,020.	10,700.	11,200.	11,700.	12,200.	12,700.	13,200.
4	9,370.	11,050.	11,550.	12,050.	12,550.	13,050.	13,550.
5	9,720.	11,400.	11,900.	12,400.	12,900.	13,400.	13,900.
6	10,070.	11,750.	12,250.	12,750.	13,250.	13,750.	14,250.
7	10,420.	12,100.	12,600.	13,100.	13,600.	14,100.	14,600.
8	10,820.	12,500.	13,000.	13,500.	14,000.	14,500.	15,000.
9	11,220.	12,900.	13,400.	13,900.	14,400.	14,900.	15,400.
10	11,620.	13,300.	13,800.	14,300.	14,800.	15,300.	15,800.
11	12,020.	13,700.	14,200.	14,700.	15,200.	15,700.	16,200.
12	12,420.	14,100.	14,600.	15,100.	15,600.	16,100.	16,600.

1. All increases on all guides will be based on meritorious service.
2. Favorable reports by the administrator and those charged with supervisory responsibility and approved by the Board of Education are a prerequisite to the granting of all increases in salary.

IF the National Federal Consumer Price Index for August, September or October, 1977 should exceed 11% the Liberty Township Education Association would have the option of opening salary negotiations for the 1978-79 school year.

President Board of Education of
Liberty Township

President Liberty Township
Education Association

Secretary Liberty Township
Education Association

Secretary Liberty Township
Board of Education

Date