

9-000 6

15-00

AGREEMENT BETWEEN

THE BOARD OF TRUSTEES OF
OCEAN COUNTY COLLEGE

AND

THE FACULTY ASSOCIATION OF
OCEAN COUNTY COLLEGE

SEPTEMBER 1, 1971 TO AUGUST 31, 1972

AGREEMENT BETWEEN
THE BOARD OF TRUSTEES OF OCEAN COUNTY COLLEGE
AND
THE FACULTY ASSOCIATION OF OCEAN COUNTY COLLEGE

This agreement entered into this 24th day of May 1971, by and between the Board of Trustees of Ocean County College, hereinafter called Board, and the Ocean County College Faculty Association hereinafter called the Association.¹

ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Faculty Association of Ocean County College as the exclusive negotiating representative as defined in Chapter 303, New Jersey Public Laws of 1968, for all full-time professional personnel presently employed or hereafter employed by the Board, including instructors, assistant professors, associate professors, full professors, counselors, librarians, and all those not listed on the accompanying list entitled "Schedule A". The terms faculty and/or professor(s) as used herein shall apply to all academic ranks and shall refer to all professional employees represented by the Association.

B. The right of the Association to negotiate any or all of the positions described in the accompanying Schedule A shall not be compromised by anything in the present agreement. Such negotiations shall take place without regard to the 1971-72 agreement. Any changes in Schedule A shall become effective at the expiration of this contract.

SCHEDULE A

President	Director of Counseling
Dean of Administrative Services	Director of Placement and Financial Assistance
Dean of Instruction	Assistant to the Director of Placement and Financial Aid
Dean of Students	Computer Programmers
Director of O.C.I.N.	Computer Systems Analyst
Director of Business and Finance	

¹New agreements and revisions to existing agreements are in italics.

- | | |
|--|---|
| Director of Personnel | Coordinator of Instructional Media |
| Director of Accounting | Director of Community Affairs |
| Chairmen of Departments | Coordinator of Publications |
| Associate Dean | Accountant |
| Assistant Deans | Coordinator of Publicity |
| Director of Admissions and Records | Assistant to the Director of Admissions and Records |
| Assistant Director of Admissions and Records | Coordinator of Institutional Research and Systems |
| Director of Student Activities | Administrative Coordinator of Data Processing |
| Director of the Learning Resources Center | |

ARTICLE II

NEGOTIATION PROCEDURE FOR FUTURE AGREEMENTS

A. The parties agree to enter into collective negotiations in accordance with Chapter 303, Public Laws of 1968, in a good-faith effort to reach agreement on future contracts on all matters concerning terms and conditions of employment of the faculty of Ocean County College.

B. Any agreement so negotiated should be reduced to writing and shall be presented to the Board and the Association for their approval. No such agreements shall be negotiated with any faculty member individually or with any faculty organization other than the Association for the duration of this agreement.

C. The Trustees shall make available to the Association information regarding Ocean County College including a complete list of the names, professorial ranks, positions or titles, salaries, and years of service of every person covered by this Agreement. As soon as a preliminary college budget has been prepared, each year, the Trustees shall inform the Association or its representative of the tentative budget for the next fiscal year.

D. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. Nor shall either party have more than seven persons in attendance at any one negotiation session. The parties mutually pledge that their representatives shall be clothed with the necessary power and authority to make proposals and counter-proposals in the course of negotiations; subject however, to approval by the Board and the Association.

E. This agreement may be amended upon mutual consent. Such amendments shall be reduced to writing and adopted by the Board and Association. Failure to reach agreement on any proposed amendment shall effectively postpone consideration of such amendment until the next negotiating period. The parties further declare their willingness to meet on request of either party for the purpose of discussing problems of interpreting and administering this agreement; such meetings are not to be used to circumvent the grievance procedure.

F. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations, and/or policies of the Trustees in force on said date, shall continue to be so applicable during the terms of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce, nor otherwise detract from any faculty benefit existing prior to its effective date.

G. If agreement cannot be reached between the Association and the Board of Trustees, either party has the right to declare an impasse and request mediation procedures through the Division of Public Employment Relations Commission.

H. The Board and the Association shall deliver to each other their original proposals for subsequent agreements no later than November 15th of each year.

I. The Board and the Association agree to make every effort to conclude negotiations affecting agreements no later than February 15th.

J. Details under discussion and agreements tentatively reached shall be held confidential by the Board and the Association until such time as both parties mutually agree that such details and agreements shall be released for publication.

K. Deviations from this contract require the approval of both parties to this agreement.

ARTICLE III

ASSOCIATION AND PROFESSORS' PRIVILEGES

A. The Association and its representatives shall be permitted to use appropriate college facilities for meetings; such meetings shall be arranged through existing scheduling procedures. No charge shall be made for the Association's use of appropriate college facilities.

B. Duly authorized representatives of the Association shall be permitted to transact official Association business on college property at all reasonable times, under conditions which do not interfere with the normal educational process.

C. The Association shall be permitted to use college facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at all reasonable times, when such equipment is not otherwise in use. The Association shall reimburse the college for all consumable supplies used in the transaction of Association business. The Association shall not request the help or assistance of any clerk or secretary during normal working hours.

D. The Association shall be permitted to post notices of its activities and matters of Association concern on professor bulletin boards. The Association may use the college mail boxes for communications to professors, including faculty-wide distribution.

E. The Board agrees to furnish to the Association's representative, upon request, all available public information concerning the professional staffing and financial resources of the college.

F. No individual represented by the Association as defined in Article I paragraph A shall be transferred or his position reclassified without prior notification of the individual concerned in which case consideration will be given for a position equivalent in salary and rank.

G. Individual personnel files shall be open to the individual professor within a reasonable amount of time, upon request. The professor shall have the right to examine all documents except outside confidential recommendations and confidential medical records. He may have reproduced anything in his file except those items stated above, official transcripts, and anything prohibited by law. In addition to the above, the following things shall be in the folder:

- 1. Copies of all internal evaluation reports and recommendations concerning the professor's professional competence.
- 2. Copies of all annual contracts and tenure contracts where applicable.

A professor who exercises his right to examine his file may be accompanied, if he wishes, by a representative of the Association. All evaluations, recommendations, etc., in a Professor's file must be signed by the issuing authority. A professor must be notified whenever any negative material regarding his health or teaching performance is placed in his folder. A Professor's file shall be kept open and available during the processing of any grievance.

H. An Association representative shall have the right to appear and be heard at any Public Board Meetings.

ARTICLE IV

DEDUCTIONS FOR PROFESSIONAL DUES

A. Association members may request dues deduction pursuant to New Jersey State Law for any or all of: Faculty Association of Ocean County College, Association of New Jersey College and University Professors, and National Faculty

Association of Community and Junior Colleges, Such authorizations shall continue in effect until such authorization is formally revoked in writing by the professor and copies thereof delivered to the Association and the Board.

B. Payment of such dues as may be deducted from salary shall be made to the Treasurer of the Faculty Association of Ocean County College within 15 days of the end of the month for which dues are deducted.

ARTICLE V

CONDITIONS OF EMPLOYMENT

The following employment conditions regarding load shall be in effect.

I. Basic Load

- A. Full-time Faculty - those who carry a maximum load, as defined below and who work the complete academic year.
 1. Teaching Faculty
 - a. A maximum of fifteen (15) semester credit-hours for each semester, or a maximum of thirty (30) semester credit-hours per academic year.
 - b. For Laboratory sections, each clock hour scheduled with students shall count as a minimum of two-thirds (2/3) of a semester credit hour.
 - c. Priority according to qualifications to teach courses involving extra pay.
 - d. Shall not be required to teach within load in the evening when a full-time day schedule is available. Further, no faculty member shall be required to teach within load in the summer, or on the week-end within load.
 - e. *There shall be a maximum of eight (8) hours from the beginning of each professor's first class to the end of his last class on any given day of instruction. There shall be a minimum of fourteen (14) hours from the end of the professor's last class on one day until his first class on the following day. This section shall apply only to courses within the professor's normal load.*
 - f. *If, by mutual agreement, a professor is assigned thirty-one credits, the additional one credit shall be paid at the current overload rate. If the assignment totals thirty-two or more credits, the entire credit value of the course that caused the overload shall be paid at the current overload rate.*

2. Librarians

- a. A maximum 35 hours per week over five consecutive day period.
- b. Shall work no more than eight consecutive hours, including lunch period, in any day under normal conditions.

3. Committees

- a. A faculty member shall not be required to serve on more than two committees.

4. Full-time faculty shall assist in the college-wide advisement program.

II. Course Preparation

- A. A professor shall be assigned no more than three separate course preparations per semester within load.
- B. Each professor shall be given his tentative teaching schedule for the fall semester no later than June 1; and for the spring semester, no later than November 1. Professors teaching in the summer session shall be given their teaching schedules no later than April 15, subject to registration.
- C. Development, periodic review, and revision of conventional courses of instruction are a normal part of the professor's responsibilities within load. By mutual agreement, between a professor and the administration, abnormal and major special projects will be compensated by released time, or extra pay.

III. Office Hours

- A. Professors shall be available a minimum of five (5) scheduled hours per week for office hours. Such hours shall be in addition to other responsibilities and shall be scheduled for the convenience of students.

IV. Registration Period

- A. Professors shall be available, as required, for professional duty.

V. Sponsorship of Student Activities

- A. The advisement of all student clubs and organizations *and the coaching of athletics* shall be on a voluntary basis.
- B. The coaching of athletics *and other paid advisory positions* shall be compensated as overload.

VI. Attendance at College Functions

- A. Professor attendance will be required at all faculty meetings, convocations, and commencements unless otherwise excused by Administration.
- B. Professors attending those functions for which academic attire is required shall have said attire furnished by the college at no charge.
- C. The Faculty Association and Administration will cooperate in determining responsibilities of professors during times of unacceptable demonstrations, as defined by policy.

VII. Academic Calendar

- A. The academic calendar *shall be formulated, or revised,* by the appropriate Faculty Committee and submitted to the faculty for recommendation to the Board of Trustees for approval. *The current academic calendar shall be annexed to this agreement for information purposes only.*

VIII. College Day

- A. The college day begins at 8:00 a.m. and ends at 10:30 p.m. Evening classes from 6:00 p.m. shall be assigned in accordance with Item I, A, 1, c, d, e, and f of this article.

IX. Secretarial Assistance

- A. The Board shall provide adequate secretarial service.

I. Faculty Facilities

- A. The Board shall make available adequate rest room and lavatory facilities exclusively for faculty use plus one or more rooms which shall be reserved for use as a faculty lounge, said lounge to be adequately furnished.

XI. Faculty Parking

- A. The Board shall provide adequate, lighted, paved parking facilities, properly maintained exclusively for faculty use at no charge.
- B. The Board may require parking decals for each faculty car but shall furnish same at no cost to all professors.
- C. Campus security officers shall not reprimand faculty for parking, driving, or other infractions, except through the Dean of Instruction.

XII. Safety

- A. Professors shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, well-being or which might prove detrimental to the educational process, *nor shall be required to work in rooms with temperatures below 60°.*
- B. A registered nurse shall be on duty at all times the college is in operation with adequate facilities for emergency care.

XIII. Vacancies

- A. Notice of any professional position vacancy, administrative or faculty, shall be circulated to the members of the faculty, shall be circulated to the members of the faculty prior to its publication elsewhere. Such notice shall include a complete job description, including salary range, duties, responsibilities, and a statement of required qualifications. *Such notices shall be distributed by U. S. Mail between the end of the Spring Semester and the beginning of the Fall Semester.*
- B. Administrative Vacancies
 - 1. The Association shall appoint two (2) representatives to serve on an advisory committee to assist in the appointment of the Dean of Instruction and the Dean of Students.
- C. All applicants for such openings shall be notified of the disposition of their application prior to the publication of the name of the successful applicant.

XIV. Transfer

- A. A professor shall not be given an academic assignment in any area in which he has no formal preparation nor transferred to another department without mutual agreement between the professor and the Dean of Instruction.
- B. Any faculty member who assumes administrative duties and subsequently returns to professor status shall resume all rights and privileges that he would have had if he had continued in the faculty status without interruption.

XV. Academic Freedom

- A. The professor shall have the unrestricted right to pursue and report the truth as he understands it, both as a teacher in his classroom and as a citizen of his community.
- B. The Faculty Association and Board of Trustees subscribe to the statement of Academic Freedom as cited in Appendix A.

XVI. Faculty Handbook

- A. The faculty handbook and changes in the faculty handbook shall be developed jointly by the Administration and the Association.

XVII. Field Trips and Faculty Travel

- A. A field trip shall be defined as an educational activity which requires students and/or faculty members to leave the campus.
1. The college upon request shall supply transportation for all approved trips in accordance with policy. Faculty members shall not be required to use their own vehicles for such trips.
 2. The college shall provide auto liability insurance in accordance with state law.
 3. *Faculty members are authorized to chauffeur students in college vehicles unless they lack the skill, or have some physical deficiencies that might endanger the passengers.*

XVIII. Department Advisory Committees

- A. *All members of a department, or an elected number of members from a department as determined by the Department Chairman, shall meet monthly with the chairman to serve as an advisory group on matters concerning terms and conditions of employment related to this contract.*

ARTICLE VI

FACULTY BENEFITS

A. Paid Absence

1. (a) Sick Leave

At the beginning of each school year, each professor shall be credited with a ten day sick leave allowance to be used for absences caused by illness or physical disability of the professor. The unused portion of such allowance shall accumulate pursuant to State Law.

(b) Years of Service Disability Benefits

For any prolonged illness beyond accumulated sick leaves, certified by an attending physician, the college agrees to pay the professor his regular salary on a scale related to his years of service with the college by the table following. Such payment shall cease on the

date the first of the following events occur:

- (1) *The professor returns to his regular duties.*
- (2) *The professor leaves the employment of the college.*
- (3) *Payments under this plan are received for a period of six months beyond the end of the employees current contract. (No payments are to be paid during the months of July and August).*

<u>Service</u>	<u>Remuneration</u>
<i>First contract year</i>	<i>15% of contract salary</i>
<i>2 Contract years, or any part thereof</i>	<i>25% of contract salary</i>
<i>3 Contract years, or any part thereof</i>	<i>30% of contract salary</i>
<i>4 Contract years, or any part thereof</i>	<i>40% of contract salary</i>
<i>5 Or more contract years</i>	<i>50% of contract salary</i>

In no event shall the College continue payments to a professor once he has commenced receiving payments under the TIAA, TPAF or PERS Disability Plan. In the event of such prolonged disability, substitute faculty shall receive remuneration beginning on the sixth consecutive work day of the faculty member's illness at a rate of pay equal to the current overload pay schedule.

2. Bereavement

Leave not to exceed four (4) days will be allowed for each death in the immediate family. Family is understood to mean father, mother, guardians, substitute parents, parents-in-law, siblings, siblings-in-law, wife, husband, children, step-children, or grandchildren.

3. Personal Leave

Leave up to three (3) days per year shall be permitted for matters which cannot be cared for in a professor's free time. Request for personal leave, other than for serious illness of a member of the employee's household, shall be made at least twenty-four (24) hours in advance of such anticipated absence. Requests are to be made directly to the Department Chairman.

4. Legal Leave

The faculty member shall be excused from work for jury service or if he appears as a witness in court. Such faculty member shall be paid his regular salary in addition to the fee he receives for acting as a juror or witness.

5. Extended Leave

A professor may request extended leave for any of the above causes, in those cases where conditions warrant it.

6. Sabbatical Leave

Sabbatical leave is a plan for improving the college program through improvement of its faculty. Such leave could be granted for the purpose of study, research, travel, or for such other reasons that might contribute to the professional growth of the faculty member. All requests for sabbatical leave must be approved by a majority of all members of a committee consisting of three (3) faculty members and three (3) administrators. Faculty members shall be elected by the faculty. Administrators shall be appointed by the President of the college.

All members of the faculty shall be eligible for sabbatical leave within the following limitations:

- a. A faculty member shall be eligible for sabbatical leave after employment for six consecutive years at Ocean County College.*
- b. Upon return from such leave, a professor shall not again be eligible until he has completed at least six additional years of employment at Ocean County College.*
- c. Sabbatical leaves are to increase a faculty member's professional efficiency and usefulness to the college and not for the purpose of offering opportunities for increased income. This condition will not preclude the acceptance of grants, stipends, fellowships, foundation funds, or similar monies usually identified with graduate, post-graduate, or other professional study.*
- d. Sabbatical leave may be granted for either one-half year at full salary, or one full year at half salary.*
- e. Acceptance of a sabbatical leave obligates the recipient to return to service for at least one year, or reimburse Ocean County College for all salary paid during the period of the leave.*

- f. A recipient of sabbatical leave retains all rights as though he were in regular employment, such as: promotion; retirement benefits; medical insurance; and tenure rights.*

B. Admission to Courses

1. Faculty members shall be granted free tuition and fees for any courses offered by the college.
2. Faculty dependents (husband, wife, and children) are to be granted free tuition and fees for any courses offered by the College. A maximum of *sixty (60)* credit hours, or the required course load of *two full-time* students, may be taken by a faculty member's dependents in any one academic year.

C. Professional Improvement

1. Upon recommendation by the Department Chairman faculty schedules will be arranged, wherever feasible, to allow faculty members to attend classes at other institutions of higher education at the faculty member's own expense.
2. *A faculty member may secure an interest-free loan against his current year's salary for the purpose of pursuing additional graduate study. A maximum of five per cent (5%) of the faculty member's current year's salary may be owed at any one time. Such advances may be made only during the period when the faculty member is actively employed and shall be limited to two such advances during an employment year.*

The total amount advanced shall be repaid by equal salary deductions over the balance of the faculty member's current year contract. Upon termination of a faculty member's employment any unpaid portion of a loan shall become immediately due and payable, and shall be deducted in full from his final salary check.

D. Insurance Programs

1. Group Health Insurance

The Board shall provide without cost to the professor full-family, health-care insurance benefits. The Association shall aid the administration in selecting the insurance carrier. The Board shall make payment of insurance premiums for each employee to provide insurance coverage for the full twelve-month period.

E. College Bookstore

All faculty members shall be given a ten per cent (10%) discount on all purchases in the College Bookstore for their own personal use.

F. Maternity Leave

A professor shall be entitled to maternity leave without pay. The professor will notify in writing the appropriate Dean as soon as possible of the anticipated beginning and ending dates of such leave. A professor will not begin teaching a semester during which she anticipates delivery. In the event of complications as certified by a physician at any time during the pregnancy, maternity leave may be granted immediately upon request but normal teaching duties cannot be resumed until the following September 1st should this leave exceed a period of three working weeks. All maternity leaves shall expire on the September 1st following the passage of one full year from the date the leave commenced.

ARTICLE VII

GRIEVANCE PROCEDURE

A grievance is a claim, by a faculty member, of violation of this contract, hereinafter referred to as "Grievant". In the event that a faculty member believes that he has a basis for a grievance, he shall:

1. First, informally discuss the grievance with the Department Head or appropriate administrator.
2. If, as a result of informal discussions with the Department Head, or administrator, a grievance still exists, the grievant may invoke the following formal grievance procedure (in writing within fifteen (15) working days of the grievance, signed by the grievant). Copies of said complaint are to be filed with the Administrator, who is party to the grievance, as well as the appropriate Dean:
 - a. The Association, or its Grievance Committee, acting on behalf of the grievant, may informally attempt to resolve the grievance with the appropriate Administrator.
 - b. If the grievant feels that he has not received a satisfactory settlement of his grievance, he may then request a hearing on his complaint by the Administrative Grievance Committee

- appointed by the President of the College. The Committee shall render a decision, in writing, on the complaint within two (2) weeks.
- c. In the event the decision rendered by the Administrative Grievance Committee does not resolve the grievance to the satisfaction of the grievant, he may appeal said decision to the President, or his designee, for the purpose of resolving the grievance. Such appeal shall be made within one (1) week from the date of the Administrative Grievance Committee's decision. The President, or his designee, shall indicate the disposition of the grievance, in writing, within two (2) weeks of receipt of said request for appeal.
 - d. If the grievant remains dissatisfied he may carry the grievance, in writing, to the Board of Trustees. The Board of Trustees, or its designee, shall review the complaint and render a decision on the grievance. The grievant shall be notified of the decision within two (2) weeks of the date of receipt of request for review by the Board of Trustees.
 - e. If agreement is not reached, the Association shall have the right to invoke binding arbitration.
3. The cost of any arbitration shall be borne by the Association and the Board equally.
 4. No reprisals of any kind shall be taken against any faculty member or administrator for participating in any grievance.
 5. The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. However, the time limits may be extended by mutual consent.
 6. A grievance may be withdrawn at any level by the grievant.

ARTICLE VIII

PROFESSIONAL BEHAVIOR

- A. The Board recognizes that the NEA Code of Ethics of the Education Profession as it appears in the Appendix is considered by the Association and its membership to define acceptable criteria of professional behavior. The Association shall deal with ethical problems in accordance with the terms of said Code of Ethics of the Educational Profession. Alleged breaches of discipline or of the NEA Code of Ethics of the Education Profession shall be promptly reported to the offending faculty member and to the Association. The behavior by any faculty member and, in appropriate cases, may institute proceedings against the faculty member.

B. Faculty members shall, at all times, be entitled to have present a representative of the Association at any meeting relating to his professional behavior with any member(s) of the Administration or the Board. When a request for such representation is made, no action shall be taken for a period of twenty-four (24) hours with respect to such faculty member so that a representative of the Association may be present.

ARTICLE IX

CONTRACTS, DISMISSALS, AND EVALUATIONS

A. Contracts:

1. Annual contracts shall be issued by March 1st, or within fifteen (15) days of the completion of negotiations. Those not receiving their employment contracts for the third or fourth year of employment shall be notified by December 15th.
2. Said contracts are to be signed and returned to the Board of Trustees within fifteen (15) days of issuance.
3. Each tenure professor shall receive an individual contract of continuing employment.
4. An individual's contract may be terminated by either party by giving sixty (60) days' notice, or earlier, upon mutual consent.
5. If an individual's contract is not to be renewed, he shall be given the opportunity to resign.

B. Evaluation:

Faculty evaluations shall be made by the Department Head, or appropriate Dean, at least once a year. A copy of this evaluation shall be given to the faculty member and discussed with him. If the evaluation is unfavorable, a subsequent evaluation shall be made within a month.

ARTICLE X

PROMOTION POLICY

A. Promotion Procedure

The following procedure will be followed in the promotion of faculty members:

1. Prior to December 15, all faculty who wish to be considered for promotion shall submit a memorandum to their department chairman, outlining their qualifications for promotion.

2. Prior to January 15, Department Chairmen shall counsel each Faculty member on his performance. Department Chairmen shall report recommendations to the Dean of Instruction. A copy of the written recommendation from the Department Chairman will also be sent to the faculty member.
3. The Dean of Instruction may request an interview with the faculty member. He will recommend promotions to the President, who will review the promotion with the Board of Trustees.
4. The Department Chairman will inform all applicants, in writing, of the disposition of their request for promotion. Applicants whose requested promotions are denied may meet with the appropriate Dean or the President.

B. Minimum Promotion Criteria

The following minimum requirements must be satisfied as a condition of procedure (See Item A, 1 above)

1. Graduate Study, Professional Experience, and OCC Service.

Rank	Formal Education	Teaching or Related Exp.	OCC Service
Professor	Earned Doctorate	8 years	5 years
Associate Professor	Master's + 30*	6 years	3 years
Assistant Professor	Master's + 15*	4 years.	2 years
Instructor I	Master's or Equivalent	2 years	---
Instructor II	Work on Master's program and/or appropriate experience	---	---

NOTE: Professional experience, acquired outside the classroom, related to the professor's discipline may be considered by the appropriate Dean as a substitute for the required graduate academic training for promotion purposes in career fields according to the following formula:

1. One year of related professional experience will be equated as five graduate credits for a total not to exceed twenty-five credits.
2. Twenty graduate credits will be granted for professional licenses such as P.E., A.I.A., C.P.A., and other similar licenses.

3. *Ten graduate credits will be granted for each merit promotion achieved in a public agency in a field relevant to the professor's discipline.*

4. *Three graduate credits will be granted for every forty hours of relevant short courses, institutes, etc., successfully completed.*

5. *None of the foregoing substitutions for academic credit will serve in lieu of a required degree.*

* Refers to graduate semester credits that are related to instructional objectives, as interpreted by the Dean of Instruction, for which the professor may be responsible. Courses taken as part of the program leading to an advanced degree for which a faculty member has matriculated will be deemed acceptable.

2. Evidence of outstanding achievement in one or more of the following:

- Teaching effectiveness;
- Contribution to instructional material or subject matter;
- Service to students;
- Service to the College;

Such evidence shall be verifiable by the Department Chairman, the appropriate Dean and the President.

3. Faculty members will not be automatically moved into the next rank when requirements for that rank are satisfied. Not more than thirty percent (30%) of the faculty members may hold the rank of Professor, and not more than fifty percent (50%) of the faculty members may hold the rank of Professor and Associate Professor.

4. *All degrees and credits submitted for promotion must be earned at an institution accredited by a National, Regional, or State Accrediting Board.*

Attached hereto and considered part of this agreement are the following Appendices:

Appendix A A.A.U.P. Declaration of Academic Freedom

Appendix B Code of Ethics of the Education Profession

Appendix C Salary Schedule 1971-1972

Appendix D College Calendar 1971-1972

This agreement shall be effective from September 1, 1971 and shall continue in effect until August 31, 1972 unless the Association and the Board mutually agree in writing to an extension of its duration.

BOARD OF TRUSTEES

FACULTY ASSOCIATION

By: [Signature]
Chairman, Board of Trustees

By: [Signature]
President, Faculty Association

Date: May 24, 1971

Date: 20 MAY 1971

By: [Signature]
Secretary, Board of Trustees

By: [Signature]
Member, Negotiating Committee

Date: May 24, 1971

Date: 20 MAY 1971

By: [Signature]
President, Ocean County College

By: [Signature]
Member, Negotiating Committee

Date: May 24, 1971

Date: 21 May 1971

By: [Signature]
Chairman, Negotiating Committee

Date: May 19, 1971

APPENDIX A

A.A.U.P. Declaration of Academic Freedom

- A. The teacher is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.
- B. The teacher is entitled to freedom in the classroom in discussing his subject, but he should be careful not to introduce into his teaching controversial matter which has no relation to his subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.
- C. The college or university teacher is a citizen, a member of a learned profession, and an officer of an educational institution. When he speaks or writes as a citizen, he should be free from institutional censorship or discipline, but his special position in the community imposes special obligations. As a man of learning and an educational officer, he should remember that the public may judge his profession and his institution by his utterances. Hence he should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that he is not an institutional spokesman.

APPENDIX B

CODE OF ETHICS OF THE EDUCATION PROFESSION

Adopted by the NEA Representative Assembly, July, 1968

The educator believes in the worth and dignity of man. He recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic citizenship. He regards as essential to these goals the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts his responsibility to practice his profession according to the highest ethical standards.

The educator recognizes the magnitude of the responsibility he has accepted in choosing a career in education, and engages himself, individually and collectively with other educators, to judge his colleagues, and to be judged by them, in accordance with the provisions of this code. (PREAMBLE)

PRINCIPLE I - COMMITMENT TO THE STUDENT

The educator measures his success by the progress of each student toward realization of his potential as a worthy and effective citizen. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfilling his obligation to the student, the educator---

1. Shall not without just cause restrain the student from independent action in his pursuit of learning, and shall not without just cause deny the student access to varying points of view.
2. Shall not deliberately suppress or distort subject matter for which he bears responsibility.
3. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.
4. Shall conduct professional business in such a way that he does not expose the student to unnecessary embarrassment or disparagement.
5. Shall not on the grounds of race, color, creed, or national origin exclude any student from participation in or deny him benefits under any program, nor grant any discriminatory consideration or advantage.

6. Shall not use professional relationships with students for private advantage.
7. Shall keep in confidence information that has been obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.
8. Shall not tutor for remuneration students assigned to his classes, unless no other qualified teacher is reasonably available.

PRINCIPLE II - COMMITMENT TO THE PUBLIC

The educator believes that patriotism in its highest form requires dedication to the principles of our democratic heritage. He shares with all other citizens the responsibility for the development of sound public policy and assumes full political and citizenship responsibilities. The educator bears particular responsibility for the development of policy relating to the extension of educational opportunities for all and for interpreting educational programs and policies to the public.

In fulfilling his obligation to the public, the educator---

1. Shall not misrepresent an institution or organization with which he is affiliated, and shall take adequate precautions to distinguish between his personal and institutional or organizational views.
2. Shall not knowingly distort or misrepresent the facts concerning educational matters in direct and indirect public expressions.
3. Shall not interfere with a colleague's exercise of political and citizenship rights and responsibilities.
4. Shall not use institutional privileges for private gain or to promote political candidates or partisan political activities.
5. Shall accept no gratuities, gifts, or favors that might impair or appear to impair professional judgment, nor offer any favor, service, or thing of value to obtain special advantage.

PRINCIPLE III - COMMITMENT TO THE PROFESSION

The educator believes that the quality of the services of the education profession directly influences the nation and its citizens. He therefore exerts every effort to raise professional standards, to improve his service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. Aware of the value of united effort, he contributes actively to the support, planning, and programs of professional organizations.

In fulfilling his obligation to the profession, the educator---

1. Shall not discriminate on the ground of race, color, creed, or national origin for membership in professional organizations nor interfere with the free participation of colleagues in the affairs of their association.
2. Shall accord just and equitable treatment to all members of the profession in the exercise of their professional rights and responsibilities.
3. Shall not use coercive means or promise special treatment in order to influence professional decisions of colleagues.
4. Shall withhold and safeguard information acquired about colleagues in the course of employment, unless disclosure serves professional purposes.
5. Shall not refuse to participate in a professional inquiry when requested by an appropriate professional association.
6. Shall provide upon the request of the aggrieved party a written statement of specific reason for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.
7. Shall not misrepresent his professional qualifications.
8. Shall not knowingly distort evaluations of colleagues.

PRINCIPLE IV - COMMITMENT TO PROFESSIONAL EMPLOYMENT PRACTICES

The educator regards the employment agreement as a pledge to be executed both in spirit and in fact in a manner consistent with the highest ideals of professional service. He believes that sound professional personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect. The educator discourages the practice of his profession by unqualified persons.

In fulfilling his obligation to professional employment practices, the educator---

1. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.
2. Shall apply for a specific position only when it is known to be vacant, and shall refrain from underbidding or commenting adversely about other candidates.

3. Shall not knowingly withhold information regarding a position from an applicant or misrepresent an assignment or conditions of employment.
4. Shall give prompt notice to the employing agency of any change in availability of service, and the employing agent shall give prompt notice of change in availability or nature of a position.
5. Shall not accept a position when so requested by the appropriate professional organization.
6. Shall adhere to the terms of a contract or appointment, unless these terms have been legally terminated, falsely represented, or substantially altered by unilateral action of the employing agency.
7. Shall conduct professional business through channels, when available, that have been jointly approved by the professional organization and that employing agency.
8. Shall not delegate assigned tasks to unqualified personnel.
9. Shall permit no commercial exploitation of his professional position.
10. Shall use time granted for the purpose for which it is intended.

APPENDIX C

SALARY SCHEDULE

1971 - 1972

Rank	Incr.	1	2	3	4	5	6	7	8
Professor	744	14,979	15,723	16,467	17,211	17,955	18,699	19,443	20,187
Assoc. Prof.	612	12,475	13,087	13,699	14,311	14,923	15,535	16,147	16,759
Asst. Prof.	503	10,413	10,916	11,419	11,922	12,425	12,928	13,431	13,934
Instructor I	435	9,112	9,547	9,982	10,417	10,852	11,287	11,722	12,157
Instructor II	435	8,677	9,112	9,547	9,982	10,417	10,852	11,287	11,722

NOTES:

1. Adjustment to the above Schedule for 1971-1972 shall be made by advancing each Faculty member on the Assistant Professor, Associate Professor, and Professor levels one step from his position on the 1970-1971 Salary Schedule. Faculty on Instructor I and Instructor II levels shall remain on the 1970-1971 step.

2. The salary of each professor shall be paid on a bi-weekly basis.

3. Overload and summer salaries shall be paid on the following basis per semester credit hour:

Professor	\$240
Associate Professor	\$235
Assistant Professor	\$225
Instructor I	\$220
Instructor II	\$210