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A G R E E M E N T

THIS AGREEMENT, entered into this 38<sup>th</sup> day of April in the year of One Thousand Nine Hundred and Seventy-one

BETWEEN:

THE BOARD OF EDUCATION OF THE WEST MORRIS REGIONAL HIGH SCHOOL DISTRICT, IN THE COUNTY OF MORRIS, NEW JERSEY, a body corporate

hereinafter called the Board,

AND

WEST MORRIS REGIONAL HIGH SCHOOL DISTRICT EDUCATION ASSOCIATION

hereinafter called the Association.

WITNESSETH:

WHEREAS, the Board and the Association, in accordance with Chapter 303 of Public Laws of 1968, have met and negotiated in good faith the terms and conditions of salary of the teachers in the West Morris Regional High School District for the school years 1971-72; and

WHEREAS, as a result of the aforesaid negotiations, certain terms and conditions have been agreed upon.

NOW, THEREFORE, in consideration of the mutual covenants, hereinafter contained, the parties hereto, for themselves, their successors and assigns, hereby agree as follows:

ARTICLE I. SALARY PACKAGE FOR THE SCHOOL YEAR 1971-72

A. The Board and the Association hereby agree to the following multiple ratio scale for those at the Bachelor's Degree level during the school year of 1971-72:

| <u>Step</u> | <u>Ratio</u> |
|-------------|--------------|
| 1           | 1.00         |
| 2           | 1.04         |
| 3           | 1.08         |
| 4           | 1.13         |

THIS BOOK DOES NOT CIRCULATE

| <u>Step</u> | <u>Ratio</u> |
|-------------|--------------|
| 5           | 1.18         |
| 6           | 1.23         |
| 7           | 1.28         |
| 8           | 1.34         |
| 9           | 1.40         |
| 10          | 1.46         |
| 11          | 1.52         |
| 12          | 1.58         |
| 13          | 1.64         |
| 14          | 1.70         |
| 15          | 1.76         |

B. The Board and the Association hereby agree to a starting salary of \$8,000.00 for the 1971-72 School Year. To determine the actual salary, multiply the Bachelor's minimum by the ratio on a given step.

(Example - Step 8 Ratio 1.34  
x \$8,000.00

Salary \$10,720.00 = Bachelor's degree level 1971-72 (See Schedule I column A)

C. The Board and the Association hereby agree that the following amounts of money will be incorporated into the individual teacher's annual salary by adding the designated amount of money to the proper step of the basic salary guide for the school year 1971-72:

|  |           |
|--|-----------|
| To those holding a Bachelor's Degree plus 15 credits, but less than 30 credits   | \$ 500.00 |
| To those holding a Bachelor's Degree plus 30 credits or more but less than 45 credits (and not holding a formal Master's)    | 1000.00   |
| To those holding a Bachelor's Degree plus 45 credits or more, but less than 60 credits (and not including a formal Master's) | 1500.00   |
| To those holding a Bachelor's Degree plus 60 credits or more but not a formal Master's Degree                                | 2000.00   |
| To those holding a Master's Degree or a Master's Degree plus less than 15 credits  | 1500.00   |
| To those holding a Master's Degree plus 15 credits or more, but less than 30 credits   | 2000.00   |
| To those holding a Master's Degree plus 30 credits or more but less than 45 credits  | 2500.00   |
| To those holding a Master's Degree plus 45 credits or more but less than 60 credits and no formal Doctorate Degree           | 3000.00   |
| To those holding a Master's Degree plus 60 credits or more but not a formal Doctorate Degree                                 | 3500.00   |
| To those holding a Doctorate including post-Doctorate credits  | 4000.00   |

D. All extra-curricular and all coaching guides are increased 25% over the past guides (each step) (See Schedule II) in 1971-72.

E. All salary paid by the Board of Education - including Bachelor's Graduate, Extra-Curricular, Coaching, etc. may be included as the base salary to which each individual teacher receives pension benefits. Option to individual teacher. (See Schedule I Column B-1)

F. The Board hereby agrees to continue payment for the duration of this Agreement of 100% single coverage and 100% family coverage for all those individuals in the employ of the Board now participating, and all those who participate during the term of this Agreement, in the complete insurance program consisting of (1) Blue Cross; (2) Blue Shield; (3) Rider J; and Major Medical.

ARTICLE II. GRIEVANCE PROCEDURE

The grievance procedure shall be as set forth in Policy No. 2450.

ARTICLE III. SCHEDULES

The Schedules hereinafter set forth are made a part of this contract.

ARTICLE IV. DURATION

This agreement shall be terminated on the 1st day of July, 1972.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their proper corporate officers and caused their proper corporate seals to be hereto affixed, the day and year first above mentioned.

THE BOARD OF EDUCATION OF THE  
WEST MORRIS REGIONAL HIGH  
SCHOOL DISTRICT

ATTEST:

Muriel S. Wolfe  
Muriel S. Wolfe, Secretary

By Thomas J. Jensen  
President

THE WEST MORRIS REGIONAL HIGH SCHOOL  
DISTRICT EDUCATION ASSOCIATION

ATTEST:

Fredrick M. Westcott  
Secretary

By David L. Mills  
President

| Step | A<br>Bachelors<br>Grade | B<br>Bachelors<br>HIS | C<br>Bachelors<br>+30 | D<br>Bachelors<br>HIS<br>or<br>Masters | E<br>Bachelors<br>+60<br>or<br>Masters<br>HIS | F<br>Masters<br>+30 | G<br>Masters<br>HIS | H<br>Masters<br>+60 | I<br>Diplomate |
|------|-------------------------|-----------------------|-----------------------|--|---|---------------------|---------------------|---------------------|----------------|
| 1    | 8000                    | 8500                  | 9000                  | 9500                                   | 10000   | 10500               | 11000               | 11500               | 12000          |
| 2    | 8320                    | 8820                  | 9320                  | 9820                                   | 10320   | 10820               | 11320               | 11820               | 12320          |
| 3    | 8640                    | 9140                  | 9640                  | 10140                                  | 10640   | 11140               | 11640               | 12140               | 12640          |
| 4    | 9040                    | 9540                  | 10040                 | 10540                                  | 11040   | 11540               | 12040               | 12540               | 13040          |
| 5    | 9440                    | 9940                  | 10440                 | 10940                                  | 11440   | 11940               | 12440               | 12940               | 13440          |
| 6    | 9840                    | 10340                 | 10840                 | 11340                                  | 11840   | 12340               | 12840               | 13340               | 13840          |
| 7    | 10240                   | 10740                 | 11240                 | 11740                                  | 12240   | 12740               | 13240               | 13740               | 14240          |
| 8    | 10620                   | 11120                 | 11620                 | 12120                                  | 12620   | 13120               | 13620               | 14120               | 14620          |
| 9    | 11000                   | 11500                 | 12000                 | 12500                                  | 13000   | 13500               | 14000               | 14500               | 15000          |
| 10   | 11600                   | 12100                 | 12600                 | 13100                                  | 13600   | 14100               | 14600               | 15100               | 15600          |
| 11   | 12160                   | 12660                 | 13160                 | 13660                                  | 14160   | 14660               | 15160               | 15660               | 16160          |
| 12   | 12640                   | 13140                 | 13640                 | 14140                                  | 14640   | 15140               | 15640               | 16140               | 16640          |
| 13   | 13120                   | 13620                 | 14120                 | 14620                                  | 15120   | 15620               | 16120               | 16620               | 17120          |
| 14   | 13600                   | 14100                 | 14600                 | 15100                                  | 15600   | 16100               | 16600               | 17100               | 17600          |
| 15   | 14080                   | 14580                 | 15080                 | 15580                                  | 16080   | 16580               | 17080               | 17580               | 18080          |

SCHEDULE II

COACHES' SALARY GUIDE - EFFECTIVE AS OF THE 1971-1972 SCHOOL YEAR

| <u>Position</u>    | <u>1st Yr.</u> | <u>2nd Yr.</u> | <u>3rd Yr.</u> | <u>4th Yr.</u> | <u>5th Yr.</u> |
|--------------------|----------------|----------------|----------------|----------------|----------------|
| Athletic Director  | \$1063         | \$1188         | \$1313         | \$1438         | \$1563         |
| Head Football      | 938            | 1063           | 1188           | 1313           | 1438           |
| 1st Assistant      | 625            | 688            | 750            | 813            | 875            |
| 2nd Assistant      | 563            | 625            | 688            | 750            | 813            |
| 3rd Assistant      | 563            | 625            | 688            | 750            | 813            |
| 4th Assistant      | 563            | 625            | 688            | 750            | 813            |
| 5th Assistant      | 563            | 625            | 688            | 750            | 813            |
| Head Basketball    | 938            | 1000           | 1063           | 1125           | 1188           |
| 1st Assistant      | 563            | 625            | 688            | 750            | 813            |
| 2nd Assistant      | 563            | 625            | 688            | 750            | 813            |
| Head Baseball      | 688            | 750            | 813            | 875            | 938            |
| 1st Assistant      | 500            | 563            | 625            | 688            | 750            |
| 2nd Assistant      | 500            | 563            | 625            | 688            | 750            |
| Head Wrestling     | 938            | 1000           | 1063           | 1125           | 1188           |
| 1st Assistant      | 563            | 625            | 688            | 750            | 813            |
| 2nd Assistant      | 563            | 625            | 688            | 750            | 813            |
| Head Track         | 625            | 688            | 750            | 813            | 875            |
| 1st Assistant      | 500            | 563            | 625            | 688            | 750            |
| 2nd Assistant      | 500            | 563            | 625            | 688            | 750            |
| Head Soccer        | 688            | 750            | 813            | 875            | 938            |
| Assistant          | 500            | 563            | 625            | 688            | 750            |
| Head Cross Country | 531            | 594            | 656            | 719            | 813            |

GIRLS' VARSITY SPORTS

| <u>Position</u> | <u>1st Yr.</u> | <u>2nd Yr.</u> | <u>3rd Yr.</u> | <u>4th Yr.</u> | <u>5th Yr.</u> |
|-----------------|----------------|----------------|----------------|----------------|----------------|
| Field Hockey    | 375            | 438            | 500            | 563            | 625            |
| Basketball      | 375            | 438            | 500            | 563            | 625            |
| Softball        | 375            | 438            | 500            | 563            | 625            |
| Track           | 375            | 438            | 500            | 563            | 625            |

Coaches Salary Guide:

An Assistant Coach who has been promoted to head coach will, during his first year as a coach, receive a salary at least equal to the salary he would have received had he remained an assistant.

EXTRA-CURRICULAR SALARY GUIDE - EFFECTIVE AS OF THE 1971-72  
SCHOOL YEAR

| <u>Position</u>                               | <u>1st Yr.</u> | <u>2nd Yr.</u> | <u>3rd Yr.</u> | <u>4th Yr.</u> |
|---|----------------|----------------|----------------|----------------|
| Dramatics                                     | \$688          | \$750          | \$813          | \$875          |
| Stage Craft                                   | 156            | 188            | 219            | 250            |
| Stage Lighting                                | 156            | 219            | 281            | 344            |
| Music-Instrumental                            | 375            | 438            | 500            | 563            |
| Instrumental                                  | 281            | 313            | 375            | 438            |
| Choral  | 313            | 375            | 438            | 500            |
| Yearbook                                      | 688            | 750            | 813            | 875            |
| Newspaper                                     | 313            | 375            | 438            | 500            |
| Forensics                                     | 281            | 313            | 344            | 375            |
| Radio   | 219            | 250            | 281            | 313            |
| Twirlers Coach                                | 281            | 313            | 344            | 375            |
| Booster Club Advisor                          | 156            | 188            | 219            | 250            |
| Cheerleaders Coach                            | 250            | 281            | 313            | 344            |
| Cheerleaders Asst.                            | 156            | 188            | 219            | 250            |
| Drill Team (Color Guard)                      | 94             | 125            | 156            | 188            |
| Girls Intramurals (Mod.<br>Dance)             | 281            | 313            | 344            | 375            |
| Girls Intramurals                             | 281            | 313            | 344            | 375            |
| Student Sales Advisor                         | 250            | 313            | 375            | 438            |
| A/V Coordinator                               | 250            | 313            | 375            | 438            |
| Special Effects Sound<br>Outdoor, Grad., etc. | 94             | 156            | 219            | 281            |
| Assemblies                                    | 94             | 156            | 219            | 281            |
| Film Festival Advisor                         | 188            |                |                |                |
| Student Council Advisor                       | 250            |                |                |                |
| Class Advisors                                |                |                |                |                |
| 9th Grade                                     | 125            |                |                |                |
| 9th Grade Asst.                               | 63             |                |                |                |

| <u>Position</u>  | <u>1st Yr.</u> | <u>2nd Yr.</u> | <u>3rd. Yr.</u> | <u>4th Yr.</u> |
|------------------|----------------|----------------|-----------------|----------------|
| 10th Grade       |                | 156            |                 |                |
| 10th Grade Asst. |                | 94             |                 |                |
| 11th Grade       |                |                | 188             |                |
| 11th Grade Asst. |                |                | 125             |                |
| 12th Grade       |                |                |                 | 219            |
| 12th Grade Asst. |                |                |                 | 156            |