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NOT CIRCULATE**

BOARD OF EDUCATION OF THE
VOCATIONAL HIGH SCHOOL OF
SUSSEX COUNTY

WITH

SUSSEX COUNTY VOCATIONAL-
TECHNICAL TEACHERS EDUCATION
ASSOCIATION

AGREEMENT

THIS AGREEMENT, entered into this 16 day of April 1970 by and between the BOARD OF EDUCATION OF THE VOCATIONAL HIGH SCHOOL OF SUSSEX COUNTY, hereinafter called the "Board", and SUSSEX COUNTY VOCATIONAL-TECHNICAL TEACHERS EDUCATION ASSOCIATION, hereinafter called the "Association".

WITNESSETH, That WHEREAS, a majority of the teachers of the Sussex County Vocational and Technical School have designated the Association, by Sereno B. Walborn, as their representative for the purposes of collective negotiations by a majority of the said teachers and have designated said teachers as the unit appropriate for such purposes pursuant to N.J.S. 34:13 A-5.3, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement, pursuant to Chapter 303 Public Laws of 1968;

IT IS HEREBY MUTUALLY AGREED AS FOLLOWS:

1. The Board hereby recognizes the Association as the exclusive and sole representative of the teachers of the Sussex County Vocational and Technical School for collective negotiations concerning the terms and conditions of employment of said teachers.

2. The following procedure has been established to enable teachers to follow an orderly sequence in seeking equitable solutions to the problems which may from time to time arise affecting the terms and conditions of employment of said teachers:

A. Complaints must be submitted in writing to the employee's immediate superior as designated by the organization Director/Superintendent.

B. If the complaint is not settled satisfactorily by the employee's immediate superior, the employee may request that the complaint be referred to the Director/Superintendent. A written report from the immediate superior shall be submitted with the appeal of the employee.

C. If the Employee is not satisfied with the action taken by the Director/Superintendent, an appointment for discussion with the Board of Education may be arranged by the Director/Superintendent.

D. The Board of Education will receive a representative of an organization acting for an individual or group of employees only after the procedure outlined above has been followed.

E. Representatives of organizations acting for employees shall present to the Board of Education, satisfactory written evidence of their authority.

F. In the event said Grievance Procedure does not result in a satisfactory solution of the problem, the parties hereby agree to resort to mediation as provided and required in Chapter 303 of the Law of 1968.

3. The salary of all teachers covered by this agreement are set forth in the salary guide as follows:

TEACHERS SALARY GUIDE - 10 MONTHS

12 Steps	N.D.	B.S.	M.A.	M.A. +30	M.A. +60
1	\$ 7,000	\$ 7,300	\$ 7,600	\$ 7,900	\$ 8,200
2	7,300	7,600	7,900	8,200	8,500
3	7,600	7,900	8,200	8,500	8,800
4	8,000	8,300	8,600	8,900	9,200
5	8,400	8,700	9,000	9,300	9,600
6	8,800	9,100	9,400	9,700	10,000
7	9,300	9,600	9,900	10,200	10,500
8	9,800	10,100	10,400	10,700	11,000
9	10,300	10,600	10,900	11,200	11,500
10	10,900	11,200	11,500	11,800	12,100
11	11,500	11,800	12,100	12,400	12,700
12	12,100	12,400	12,700	13,000	13,300

Increments of 1% of the previous year's salary are allowed for every six (6) credits earned toward a Master's Degree, and for every 26 credits earned toward a Bachelor's Degree until the next horizontal level is reached (\$300). Individuals must notify the Director of the number of credits they expect to complete by December 1 of each year. Verification of credits earned shall be forwarded to the Director before salary will be paid.

Family Plan Blue Cross Blue Shield with Rider J attachment and Family Major Medical will be paid by the Board of Education.

11 MONTH SCHEDULE

Eleven month employee salaries will be equal to the individuals placed on the 10 month salary guide plus 1/10 of that same remuneration for the additional month's work.

12 MONTH SCHEDULE

Teaching staff members on a twelve month salary contracts should have their salaries determined on the basis of the individual's qualifications for ten month salary guide, than 1/5 (2/10) of that salary shall be added as remuneration for the additional two months work.

COACHES EXTRACURRICULAR SALARY GUIDE

Director of Athletics	1,100
Head Football	900
Ass't. Football	700
Ass't. Football	600
Ass't. Football	600
Ass't. Football	500
Head Soccer	400
Ass't. Soccer	300
Head Basketball	800
Ass't. Basketball	600
Ass't. Basketball	500
Head Wrestling	700
Ass't. Wrestling	400
Head Baseball	800
Ass't. Baseball	600
Ass't. Baseball	500
Head Track or Lacrosse	500
Ass't. Track	300
Cross Country	400
Girl's Athletics	300
Intramurals	3.00 hr.

NON-COACHES SALARY GUIDE

Newspaper	200
Yearbook	300
Student Council	300
Activity Accounts, Treasurer	350
Sr. Class Advisor	150
Jr. Class Advisor	100
Soph. Class Advisor	75
Fresh. Class Advisor	75
Drill Team & Color Guard Advisor	100
Cheerleader Advisor	300
Bowling Club Advisor	150
Pavas National Honor Sor. Advisor	50
Hostess Club	50
Audio Visual	350
Public Relations	350
FFA	100
Attendance	350
Varsity Club	250

4. This agreement shall be effective as of July 1, 1970, and shall continue in effect until June 30, 1971, subject, however, to all of the provisions and requirements of Chapter 303 of the Laws of 1968. No provision of said laws not expressly provided for herein, or required to be performed by the Board, shall bind the parties hereto.

IN WITNESS WHEREOF, the Association has caused this agreement to be signed by its representative and the Board has caused this agreement to be signed by its President, attested by its Secretary, and its corporate seal to be placed hereon, all on the day and year first above written.

SUSSEX COUNTY VOCATIONAL-TECHNICAL
TEACHERS EDUCATION ASSOCIATION

BY *Sereus B. Walborn*
President

BOARD OF EDUCATION OF THE VOCATIONAL-
HIGH SCHOOL OF SUSSEX COUNTY

BY *W. M. Cox*
President

Attest:

Madys D. Hughes
Secretary