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65-17

LOWER CAPE MAY REGIONAL SCHOOL DISTRICT  
R. D. 1, CAPE MAY, N. J. 08204

THIS BOOK DOES  
NOT CIRCULATE

NEGOTIATED CONTRACT  
1972-1973 SCHOOL YEAR

BOARD OF EDUCATION, LOWER CAPE MAY REGIONAL SCHOOL DISTRICT

AND

LOWER CAPE MAY REGIONAL EDUCATION ASSOCIATION

1972-73

Lower Cape May Regional School District

R. D. 1, Cape May, N. J. 08204

**THIS AGREEMENT entered into this 16th day of MARCH, 1972, by and between the Board of Education of Lower Cape May Regional School District, Cape May, New Jersey, hereinafter called the "Board", and the Lower Cape May Regional Education Association, hereinafter called the "Association."**

**Whereas the parties hereto have heretofore entered into a negotiations contract for the school year 1971-1972, which contract is now in force and effect and will expire on June 30, 1972.**

**Whereas the parties have reached certain understandings and agreements for a successor contract for the school year 1972-1973 which they desire to confirm in this agreement.**

**In consideration of the following mutual covenants, it is hereby agreed as follows:**

**1. All of the terms, covenants, conditions, agreements, understandings, rights, duties and obligations set forth in the negotiations contract entered into between the parties hereto for the school year 1971-1972 and duly executed by the parties hereto, a copy of which is attached hereto, are hereby ratified, affirmed and made a part of this agreement as if fully set forth at length herein, subject, however, to the following changes or amendments thereto, as hereinafter set forth.**

**2. Article VI shall be amended to read as follows:**

**A. The proposed school calendar for 1972-1973 shall be set forth in Schedule B attached hereto and made a part hereof.**

SEPT 72				
M	T	W	T	F
	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

18 DAYS

SEPT 5  
TEACHERS  
RETURN  
SEPT 6  
STUDENTS  
RETURN

OCT 72				
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
X	24	25	26	27
30	31			

21 DAYS

OCT 23  
VET. DAY

NOV 72				
M	T	W	T	F
		1	X	X
6	7	8	9	10
13	14	15	16	17
20	21	22	X	X
27	28	29	30	

18 DAYS

NOV 23, 24  
THANKSGIVING  
1 PM DISS.  
NOV 22

DEC 72				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
X	X	X	X	X

16 DAYS

XMASS DISS  
1 PM DEC. 22  
VACATION  
DEC 22 - JAN 2

JAN 73				
M	T	W	T	F
X	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

22 DAYS

SCHOOL RE-  
OPENS JAN 2

FEB 73				
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
X	20	21	22	23
26	27	28		

19 DAYS

FEB 19  
PRES DAY

MARCH 73				
M	T	W	T	F
			1	2
5	6	X	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

21 DAYS

MAR 7  
C.E.A.

APR 73				
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	X
X	X	X	X	X
30				

15 DAYS

APR 19  
1 PM DISS  
EASTER VAC  
THRU APR.  
SCHOOL RE  
OPENS APR.

MAY 73				
M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
X	29	30	31	

22 DAYS

MAY 28  
MEM. DAY

JUNE 73				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	

10 DAY

B. The Association may make recommendations concerning the school calendar for the consideration of the Board.

C. For the School year 1972-73 the in-school work year of teachers shall conform to the official calendar approved by the Board.

D. Final approval of the school calendar shall rest with the Board.

E. Any days beyond 180 days in which school shall not be in session, teachers shall not be required to attend.

3. Wherever reference or statement is made in "old contract" of "1971-72 school year", it shall be deemed to mean and refer to 1972-1973 school year under this agreement.

4. Article Xa shall be changed to read as follows:

LOWER CAPE MAY REGIONAL HIGH SCHOOL TEACHER  
SALARY GUIDE FOR 1972-73

<u>Years of Employment</u>	<u>Non Degree</u>	<u>Bachelor's</u>	<u>B. A. +30</u>	<u>Master's</u>	<u>M. A. +30</u>	<u>Doctorate</u>
1	7,300.	7,900.	8,200.	8,510.	9,100.	9,400.
2	7,650.	8,250.	8,550.	8,850.	9,450.	9,750.
3	8,000.	8,600.	8,900.	9,200.	9,800.	10,100.
4	8,350.	8,950.	9,250.	9,550.	10,150.	10,450.
5	8,725.	9,325.	9,625.	9,925.	10,525.	10,825.
6	9,100.	9,700.	10,000.	10,300.	10,900.	11,200.
7	9,475.	10,075.	10,375.	10,675.	11,275.	11,575.
8	9,850.	10,450.	10,750.	11,050.	11,650.	11,950.
9	10,275.	10,875.	11,175.	11,475.	12,075.	12,375.
10	10,700.	11,300.	11,600.	11,900.	12,500.	12,800.
11	11,125.	11,725.	12,025.	12,325.	12,925.	13,225.

12	11, 550.	12, 150.	12, 450.	12, 750.	13, 350.	13, 650.
17	+300.	+300.	+300.	+300.	+300.	+300.
22	+300.	+300.	+300.	+300.	+300.	+300.
27	+300.	+300.	+300.	+300.	+300.	+300.
32	+300.	+300.	+300.	+300.	+300.	+300.
37	+300.	+300.	+300.	+300.	+300.	+300.

**Above salary schedule shall in no event entitle any teacher to any retro-active increases.**

**Permanent substitutes shall be paid a salary of \$5, 500.00 per year on one year contract only, and shall not be included in or subject to any salary guide.**

**5. Article XIV shall be amended to read "as of September 1, 1972" in place of September 1, 1971.**

**6. Article XV, Subparagraph 3, shall be amended to read as follows:**

**3. Beginning with the 1972-73 school year, the Board agrees to establish and hire two (2) permanent substitutes who shall be employed full time to serve in positions to which he may be assigned from day to day. Such a teacher shall be required to work each school day in the particular position and school to which he is assigned for that day, and may be assigned to fill positions of teachers who are temporarily absent. All rights and privileges of the contract except as otherwise specifically stated here shall apply to said permanent substitutes, subject to the Statutes of the State of New Jersey and rules of the State Board of Education.**

**7. Article XVIII, Paragraph A, shall be amended to read as follows:**

A. For the school year 1972-73 the Board of Education will assume the full cost for the coverage as set forth in the Public and School Employees' Health Benefits Program for the entire family.

8. Schedule C, Extra Curricular, shall be amended to read as follows:

The following extra curricular activities shall carry compensation as follows:

**ATHLETIC:**

Athletic Director .....	\$ 1,100.00
Athletics Business Manager .....	400.00

**FOOTBALL:**

Head Coach .....	1,000.00
Assistants (3) each .....	550.00
Assistant (1) each .....	450.00

**BASKETBALL:**

Head Coach .....	900.00
Assistant (1) each .....	500.00
Assistant (1) each .....	350.00

**BASEBALL:**

Head Coach .....	800.00
Assistant (1) .....	400.00

**TRACK:**

Head Coach .....	700.00
Assistant (1) .....	350.00

**WRESTLING .....** 450.00

**GOLF .....** 350.00

CROSS COUNTRY..... \$ 350.00

GIRL'S ATHLETICS..... 400.00

7TH AND 8TH GRADE :

Athletic Manager ..... 300.00

Business Manager ..... 100.00

Seasonal Coaches - all sports ..... 1,200.00

NON-ATHLETIC:

Cheerleaders ..... 350.00

Cheerleaders - 7th and 8th Grade..... 150.00

Marching Band ..... 350.00

Dance Band ..... 250.00

Color Guard ..... 200.00

Vocal Music (traveling choir) ..... 350.00

Summer Band ..... 700.00

Majorettes ..... 200.00

Student Counsel (2)

Senior High School ..... 250.00

Junior High School .. ..... 150.00

School Paper ..... 350.00

School Paper - 7th and 8th Grade ..... 150.00

Year Book ..... 350.00

School Plays

Senior High ..... 250.00

Junior High ..... 250.00

Department Chairman (7).....	\$ 150.00
School Store (2)	
Senior High .....	200.00
Junior High .....	100.00
Audio Visual ... ..	300.00

9. Article XXV, Duration of Agreement, shall be amended to read as follows:

This Agreement shall be effective as of July 1, 1972 and shall continue in effect until June 30, 1972 subject to the Association's right to negotiate over a successor agreement as provided in Article II. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

10. Parties hereto fully understand and agree that the terms, covenants and agreements contained in negotiations contract for the school year 1971-72 executed by the parties thereto and the amendments and changes to said contract as herein contained in this agreement constitute the new contract between the parties hereto for the school year 1972-1973.

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries and their corporate seals to be placed hereon, all on the day and



year written above.

LOWER CAPE MAY REGIONAL  
EDUCATION ASSOCIATION

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

LOWER CAPE MAY REGIONAL  
BOARD OF EDUCATION

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary