

14-99  
Morris

A G R E E M E N T

THIS AGREEMENT, entered into this 21st day of September in the year of One Thousand Nine Hundred and Seventy-six

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 EDUCATION ASSOCIATION

hereinafter called the Association,

WITNESSETH:

WHEREAS, the Board and the Association, in accordance with Chapter 303 of Public Laws of 1968, as amended by Chapter 123, Laws of 1974, 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 year 1976-77; 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 1976-77:

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 1976-77:

<u>Step</u>	<u>Ratio</u>
1	1.00
2	1.04
3	1.08
4	1.13
5	1.18
6	1.23
7	1.28
8	1.33
9	1.39
10	1.45
11	1.51
12	1.57
13	1.63
14	1.69
15	1.75

B. The Board and the Association hereby agree to a starting salary of \$10,100.00 for the 1976-77 school year. To determine the actual salary, multiply the Bachelor's minimum by the ratio on a given step.

(Example - Step 8 Ratio 1.33

x \$10,100.00

Salary \$13,433 = Bachelor's Degree level 1976-77.) See Schedule I -

West Morris Regional High School District Board of Education Policy 4141.)

C. In determining the teacher's salary in any year, the increment, adjustment, or both, for that year may be withheld for inefficiency or other good cause upon the recommendation of the superintendent and a majority vote of all members of the Board of Education.

D. The Board and the Association agree that Differential shall be paid in accordance with Policy 4141.1. (See Schedule II - West Morris Regional High School District Board of Education Policy 4141.1.)

E. All Extra-Curricular and Coaching stipends will be paid in accordance with West Morris Regional High School District Board of Education Policies 4141.4 and 4141.5. (See Schedules III and IV.)

F. All salary paid by the Board of Education - including Bachelor's Graduate, Extra-Curricular, Coaching, etcetera, may be included as the base salary to which each individual teacher receives pension benefits. Option to individual teacher.

G. 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 750 Series Blue Cross/Blue Shield Program with Rider "J" and Connecticut General Major Medical.

ARTICLE II. GRIEVANCE PROCEDURE:

The Grievance Procedure shall be as set forth in the West Morris Regional High School District Board of Education Policy 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, 1977.

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:

By \_\_\_\_\_  
President

\_\_\_\_\_  
Muriel S. Wolfe, Secretary

THE WEST MORRIS REGIONAL  
EDUCATION ASSOCIATION

ATTEST:

By \_\_\_\_\_  
President

\_\_\_\_\_  
Secretary