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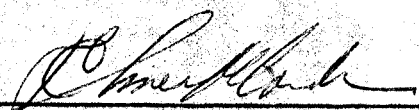
RESOLUTION # , 1975

WHEREAS, the negotiating committee appointed by the Board and its labor relations counsel have proposed that the Board accept and ratify a revised collective bargaining agreement with the Willingboro Education Association, the basic terms of which are set forth in the memorandum attached hereto and incorporated as a part hereof; and

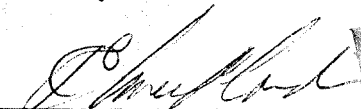
WHEREAS, the Board has considered the matter in executive session and reviewed the same with its negotiating committee and/or consultants.

NOW, THEREFORE, BE IT RESOLVED by the Willingboro Board of Education assembled in regular session this 6th day of October, 1975, as follows:

- (1) the terms of a revised collective bargaining agreement with the Willingboro Education Association as summarized in the attached memorandum are hereby approved and ratified;
- (2) the President and Secretary of the Board are authorized to execute the revised collective bargaining agreement when presented by the Board's labor relation counsel and certified by him as being in proper form;
- (3) the Secretary is directed to file an executed copy of said contract with the Public Employment Relations Commission;
- (4) the Secretary is directed to send a certified copy of this resolution to the Willingboro Education Association for its information.


Elmer F. Corda, Secretary

I HEREBY CERTIFY that the within Resolution is a true and accurate copy of a Resolution duly adopted by the Willingboro Board of Education at a regular session on the 6th day of October, 1975.


Elmer F. Corda, Secreta

RECOMMENDATIONS FOR CONTRACT SETTLEMENT
WITH WILLINGBORO EDUCATION ASSOCIATION

1. The contract will extend for a period of two school years, expiring on June 30, 1977.
2. Those persons compensated on the basis of the teachers' salary guide will receive increases during the 1975-76 school year of 6% plus increment and increases during the 1976-77 school year of 11 1/2% plus increment. Ratios for 12 month personnel will remain the same. Vocational education employees will be compensated based on the formula proposed by the Board (pages 7 and 8 of original Board counterproposal).
3. Co-curricular payments will be made on the basis of the report submitted by the Instructional Council.
4. During the first year of the contract the Board will implement an improved major medical plan based upon the Connecticut General proposal submitted during the factfinding hearings. The approximate cost will be \$4,320. per month.
5. During the second year of the contract there will be \$30,000 available for additional fringe benefits to be mutually agreed upon by the Board and the Association.
6. The Board will continue the arrangement made in 1974-75 providing the same amount of released time to the Association president.

The details of this arrangement will not be part of the contract itself but will be confirmed in a "side-bar" letter from the president of the Board to the president of the Association.

7. The Association Grievance Chairperson will be released from his or her duty period to conduct Association business relating to grievances or potential grievances.

8. Article XIII ("Personnel Files"), subparagraph A6, shall be revised by removing from the first sentence the phrase "a parent of a student" and inserting in its place the phrase "any individual".

9. Article V ("Teaching Hours"), subparagraph B, shall be revised by reducing the 8 hour work day for unit members other than kindergarten, elementary and secondary teachers to 7 1/4 hours.

10. Article VI ("Teaching Requirements"), subparagraph E, will be revised to provide that vocational education teachers shall be assigned six teaching periods or their equivalent, rather than five.

11. George Suleta and John S. Fields will attempt to develop a mutually agreeable provision governing the procedure to be utilized in implementing any reduction in force affecting non-tenure teachers.

12. All other provisions of the 1974-75 contract will be continued.

13. Salary and co-curricular adjustments for the 1975-76 work year shall be payable retroactively to July 1, 1975, for twelve month employees and to September 1, 1975 for ten month employees.