

4-0300
02-99

1974-1976

December 19, 1973

AGREEMENT
BETWEEN
NORTHERN VALLEY
REGIONAL HIGH SCHOOL
EDUCATION ASSOCIATION
AND
NORTHERN VALLEY
REGIONAL HIGH SCHOOL DISTRICT
BOARD OF EDUCATION

The Agreement between the Northern Valley Regional High School District Board of Education and the Northern Valley Regional High School Education Association dated July 1, 1973 to June 30, 1974 is to be extended for the period July 1, 1974 to June 30, 1976 except as specifically referenced by the following:

I. *Salary 1974-75*

A. The base salary will be \$9,637; this is a 6.1% increase over the 1973-74 salary guide. (Addenda A-1, 2)

B. Only those teachers under contract to this district in the 1972-73 school term and on Scale II and IIa, shall be eligible to move or to remain on Scale IIa and receive compensation. (Addenda A-3)

C. The \$700 stipend paid to teachers of special education and coordinators of the work experience programs will continue in force for all employees in these positions as of 1972-73. However, anyone employed or assigned to any of these positions after the 1972-73 school term shall not be eligible for the stipend.

D. Credit blocks of 15-30-45 shall be in effect commencing with the 1974-75 school term.

E. The \$300 longevity increment for the fourth (4) and eleventh (11) contract will be in force for all teachers employed as of 1972-73. All teachers employed as of 1973-74 will be eligible for only an eleventh contract \$300 longevity increment.

II. *Hospitalization Medical Insurance — 1974-75*

The Board shall pay 100% of the medical insurance plan for employees with single coverage and 90% of the premiums for family coverage.

III. *Coaching Stipends 1974-75*

Coaching stipends for 1974-75 are listed in Addenda B schedule.

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IV. *Maternity Clause*

The maternity clause shall read as per pages 3 and 4.

V. *Salary 1975-76*

A. The 1975-76 salary guide for teachers shall be increased by the Cost of Living plus 1% as reported in the Department of Labor Index for the New York Metropolitan Area between October 1, 1973 and September 30, 1974.

B. The credit blocks and the conditions for Scale IIa will remain as indicated in the 1974-75 schedule.

VI. *Hospitalization Medical Insurance 1975-76*

The Board's contribution to the family medical plan shall continue at 90%.

VII. *Coaching Stipends 1975-76*

The athletic stipends for 1975-76 will be adjusted as indicated in Addenda C.

VIII. *Non-Degree Nurse and Operations-Maintenance*

A. Hospitalization and Medical Insurance shall apply for 1974-76 as outlined in paragraphs II and VI.

B. Salary adjustments for 1974-75 shall be 6.1%. (Addenda D).

C. Salary adjustments for 1975-76 shall be as outlined in paragraph V-A, in accordance with the Operations and Maintenance and Non-Degree Nurse Salary Base.

In witness whereof the parties have executed this agreement this 19th day of December 1973.

Northern Valley Regional High School
District Board of Education

by

MARION P. ELIASOF
President

by

JAMES C. HARTWIG
Secretary

Northern Valley Regional High School
Education Association

by

JAMES P. McDONNELL
President

by

MARY FRANCES HUTH
Secretary

MATERNITY LEAVE OF ABSENCE

502.1

The Board of Education shall grant any request by an employee for a maternity leave of absence. This shall be in accordance with the following provisions:

1. A request for maternity leave must be submitted at least 60 days prior to commencement of such leave. The request for maternity leave shall state a specific commencement date at any time prior to the expected date of birth and specific return date which in no case shall be later than the first day of the second September following the beginning of the maternity leave.
2. At the employee's request, or at the request of the Board of Education and upon the recommendation of the superintendent, the commencement and/or return dates may be extended or reduced for a reasonable period for medical reasons associated with the pregnancy or birth. In no case shall the employee on maternity leave be returned to duty until the Board's contractual obligations for the employee's replacement have been fulfilled and such action is deemed by the Board to be in the best interests of the pupils and the school under the then existing circumstances of any individual case.
3. No salary or other fringe benefits shall be paid to an employee on maternity leave of absence, and time spent on maternity leave of absence shall not count toward placement on the salary guide or seniority.
4. The Board of Education shall not be obligated to extend the maternity leave of absence of a non-tenured employee beyond the expiration date of the employment contract in effect at the time the maternity leave of absence commences.
5. Any employee giving notice of intent to adopt an infant child shall receive similar leave which shall commence upon the receipt of de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption, providing the superintendent received notice at the time of the making of the application for adoption.
6. Failure of the employee to resume duties on the return date shall constitute grounds for dismissal.

502.2

Notwithstanding the provisions set forth in 502.1 above, upon the recommendation of the superintendent, the Board of Education may require a maternity leave of absence to commence on a date earlier than applied for if:

- (a) The Board of Education determines that the pregnant employee's teaching or other performance has noticeably declined; or
- (b) The pregnant employee is determined to be not medically able to continue teaching or perform other regular duties by written notice following examination and consultation by employee's physician and Board's physician. However, if there is a difference of medical opinion between the physicians, the two shall in good faith designate a third impartial physician who shall examine the employee at the equal expense of the Board and the employee, and whose medical opinion shall be conclusive and binding on the medical capacity to continue teaching or other regular duties; or
- (c) There is any other just cause.

TEACHERS' SALARY GUIDE — 1974-75*

ADDENDA A-1

Step	Non Degree	Scale I Bachelors	Scale II B + 15	Scale III Masters	Scale IV M + 15	Scale V M + 30	Scale Va M + 45	Scale VI Doctorate (Earned)
1.	\$ 7,487	\$ 9,637	\$ 9,926	\$10,697	\$11,179	\$11,661	\$12,143	\$12,261
2.	7,776	10,119	10,408	11,275	11,757	12,239	12,721	12,839
3.	8,064	10,601	10,890	11,902	12,384	12,865	13,347	13,465
4.	8,352	11,083	11,372	12,528	13,010	13,492	13,974	14,092
5.	8,640	11,564	11,854	13,155	13,636	14,118	14,600	14,718
6.	8,928	12,046	12,335	13,781	14,263	14,745	15,226	15,345
7.	9,216	12,528	12,817	14,407	14,889	15,371	15,853	15,971
8.	9,504	13,010	13,299	15,034	15,516	15,997	16,479	16,597
9.	9,792	13,492	13,781	15,660	16,142	16,624	17,106	17,224
10.	10,080	13,974	14,263	16,287	16,768	17,250	17,732	17,850
11.	10,368	14,456	14,745	16,913	17,395	17,877	18,358	18,477
12.		14,937	15,226	17,539	18,021	18,503	18,985	19,103
13.				18,166	18,648	19,129	19,611	19,729
14.				18,782	19,274	19,756	20,238	20,356

1. Experience credit shall be given for full time teaching service under contract in steps of one half ($\frac{1}{2}$) or one (1) school year only and for each full year (12 months) of military service up to a maximum of four (4) years, combined total experience credit not to exceed seventeen (17) years. Full credit shall be given for the first nine (9) years and half credit for the next eight (8) years.

2. Increments shall be granted only upon recommendation of the Superintendent of Schools.

3. There will be an additional long service increment of \$300 to any teacher who has completed ten years of continuous service in the Northern Valley Regional High School District by the beginning of the school year.

*Based on 1.00 - 2.10 "Ratio Teachers' Salary Guide 1974-75 attached hereto as Addenda "A."

BASED ON 1.00 — 2.10 "RATIO TEACHERS' SALARY GUIDE — 1974-75 **ADDENDA A-2**

Step	Non Degree	Scale I Bachelors	Scale II B + 15	Scale III Masters	Scale IV M + 15	Scale V M + 30	Scale Va M + 45
1.		1.000	1.030	1.110	1.160	1.210	1.260
2.		1.050	1.080	1.170	1.220	1.270	1.320
3.		1.100	1.130	1.235	1.285	1.335	1.385
4.		1.150	1.180	1.300	1.350	1.400	1.450
5.		1.200	1.230	1.365	1.415	1.465	1.515
6.		1.250	1.280	1.430	1.480	1.530	1.580
7.		1.300	1.330	1.495	1.545	1.595	1.645
8.		1.350	1.380	1.560	1.610	1.660	1.710
9.		1.400	1.430	1.625	1.675	1.725	1.775
10.		1.450	1.480	1.690	1.740	1.790	1.840
11.		1.500	1.530	1.755	1.805	1.855	1.905
12.		1.550	1.580	1.820	1.870	1.920	1.970
13.				1.885	1.935	1.985	2.035
14.				1.950	2.000	2.050	2.100

Board of Education
Northern Valley Regional High School District

SUPPLEMENTAL TEACHERS' SALARY GUIDE

1974-75

Step	Scale IIa B + 32	Ratio
1	\$10,215	1.060
2	10,697	1.110
3	11,179	1.160
4	11,661	1.210
5	12,143	1.260
6	12,624	1.310
7	13,106	1.360
8	13,588	1.410
9	14,070	1.460
10	14,552	1.510
11	15,034	1.560
12	15,516	1.610

1. Only for those employees who in 1972-73 were under contract at a salary designation in Scale II or IIa.

2. There will be a long service increment of \$300 to any teacher employed prior to the 1973-74 school year who has completed three years of continuous service in the Northern Valley Regional High School District by the beginning of the school year.

SPECIAL ASSIGNMENTS SALARY GUIDE

(Coordinators)

1974-75

COORDINATORS

Distributive, Education -----	\$700*
Industrial Arts Cooperative Education Program -----	700*
Clerical-Secretary Work Experience Program -----	700*
Special Education Class Teacher -----	700*

*To be included in Teaching Contract or salary designation. Only for those employees who were under contract in these positions in the 1972-73 School Year.

SPECIAL ASSIGNMENTS SALARY GUIDE

(Coordinators)

1975-76

COORDINATORS

Distributive Education -----	\$700*
Industrial Arts Cooperative Education Program -----	700*
Clerical-Secretary Work Experience Program -----	700*
Special Education Class Teacher -----	700*

*To be included in Teaching Contract or salary designation. Only for those employees who were under contract in these positions in the 1972-73 School Year.

SPECIAL ASSIGNMENTS SALARY GUIDE — 1974-75

ADDENDA B

ATHLETICS

Director of Athletics	Minimum	Maximum	4 Steps of
Trainer	\$1,430	\$1,870	\$110
	1,078	1,430	88

BOYS INTERSCHOLASTIC

Head Coaches	Minimum	Maximum	4 Steps of	Head Coaches	Minimum	Maximum	4 Steps of
Football	\$1,210	\$1,650	\$110	Indoor Track	622	842	55
Basketball	1,078	1,430	88	Gymnastics	622	842	55
Baseball	968	1,320	88	Asst. Coaches	Minimum	Maximum	4 Steps of
Wrestling	968	1,320	88	Football	726	990	66
Soccer	968	1,320	88	Basketball	715	935	55
Track	968	1,320	88	Baseball	715	935	55
Spring Tennis	825	1,045	55	Wrestling	715	935	55
Cross Country	622	842	55	Soccer	715	935	55
Fencing	622	842	55	Track	715	935	55
Golf	622	842	55	Spring Tennis	385	605	55

GIRLS INTERSCHOLASTIC AND INTRAMURAL

Coaches	Minimum	Maximum	5 Steps of	Coaches	Minimum	Maximum	5 Steps of
Field Hockey	\$ 715	\$ 935	\$ 44	Volleyball	622	842	44
Basketball	715	935	44	Gymnastics	622	842	44
Softball	715	935	44	Track	622	842	44
Tennis	622	842	44				

1. All personnel to be placed on guide according to years of experience in the position in the Northern Valley Regional High School District.
2. Increments to be granted only on approval of the Superintendent of Schools.

SPECIAL ASSIGNMENTS SALARY GUIDE — 1975-76 **ADDENDA C**
ATHLETICS

	Minimum	Maximum	4 Steps of
Director of Athletics	\$1,573	\$2,057	\$121
Trainer	1,186	1,574	97

BOYS INTERSCHOLASTIC

	Minimum	Maximum	4 Steps of	Head Coaches	Minimum	Maximum	4 Steps of
Head Coaches							
Football	\$1,331	\$1,815	\$121	Gymnastics	684	928	61
Basketball	1,186	1,574	97	Indoor Track	684	928	61
Baseball	1,065	1,453	97	Asst. Coaches	Minimum	Maximum	4 Steps of
Wrestling	1,065	1,453	97	Football	799	1,091	73
Soccer	1,065	1,453	97	Basketball	787	1,031	61
Track	1,065	1,453	97	Baseball	787	1,031	61
Spring Tennis	908	1,152	61	Wrestling	787	1,031	61
Cross Country	684	928	61	Soccer	787	1,031	61
Fencing	684	928	61	Track	787	1,031	61
Golf	684	928	61	Spring Tennis	424	668	61

GIRLS INTERSCHOLASTIC AND INTRAMURAL

	Minimum	Maximum	5 Steps of	Coaches	Minimum	Maximum	5 Steps of
Coaches							
Field Hockey	\$ 787	\$1,027	\$ 48	Volleyball	684	924	48
Basketball	787	1,027	48	Gymnastics	684	924	48
Softball	787	1,027	48	Track	684	924	48
Tennis	684	924	48				

1. All personnel to be placed on guide according to years of experience in the position in the Northern Valley Regional High School District.
2. Increments to be granted only on approval of the Superintendent of Schools.

OPERATIONS & MAINTENANCE SALARY GUIDE
1974-75

Year of Employment	Janitor	Janitor Maintenance	Maintenance	Head Custodian	Matron*
1	\$7,793	\$8,015	\$8,241	\$9,890	\$5,178
2	8,167	8,426	8,691	10,414	5,517
3	8,541	8,837	9,141	10,937	5,585
4	8,916	9,248	9,590	11,461	6,197
5	9,291	9,660	10,041	11,986	6,539
6	9,667	10,072	10,492	12,511	6,880
7	10,042	10,484	10,943	13,037	7,221
8	10,418	10,896	11,394	13,562	7,562
9	10,794	11,308	11,844	14,087	—
	\$374/376	\$411/412	\$449/451	\$523/526	\$320/322

Increments

•This is a ten month contract.

1. Credit for experience may be granted not to exceed three (3) years upon the recommendation of the Superintendent.
2. Full step credit will be given if employed before November 1. Half step credit if employed prior to March 1. No credit if employed March 1 or after.
3. There will be additional long service increments of \$150 each to any employee who has completed 3 and 10 continuous years of service in the Northern Valley Regional High School District by the beginning of the contract school year (July 1/September 1).