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# Agreement

between the

**BOARD OF EDUCATION**

of

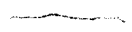
**LENAPE REGIONAL HIGH SCHOOL  
DISTRICT**

County of Burlington, New Jersey

and the

**LENAPE  
EDUCATION ASSOCIATION**

DATED: JANUARY 16, 1973 - 74





# Agreement

between the

**BOARD OF EDUCATION**

of

**LENAPE REGIONAL HIGH SCHOOL  
DISTRICT**

County of Burlington, New Jersey

and the

**LENAPE  
EDUCATION ASSOCIATION**



This Agreement entered into this 23rd Day of May, 1972, by and between the Board of Education of Lenape Regional High School District, County of Burlington, New Jersey, hereinafter called the "Board," and the Lenape Education Association, hereinafter called the "Association."

WHEREAS, the Board has an obligation, pursuant to Chapter 303, Public Laws 1968 to negotiate with the Association as the representative of employees hereinafter designated with respect to the terms and conditions of employment, and

WHEREAS, the parties have negotiated and reached certain understandings which they desire to confirm in this Agreement,

It is hereby agreed as follows:

## **ARTICLE I**

### **RECOGNITION AND BARGAINING UNIT**

1. 1. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for all employees as hereinafter defined, employed or to be employed by the Board.

1. 2. The term "Employees" as used in this Agreement shall be deemed to mean the professional teaching staff, department coordinators, librarians, guidance personnel and nurses. Substitute teachers are not employees within the provisions of this Agreement.

## ARTICLE II

### NEGOTIATION PROCEDURE

2. 1. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 303, Public Laws 1968 in a good-faith effort to reach agreement on all matters concerning the terms and conditions of employment. Such negotiations shall begin not later than October 1 of the calendar year preceding the calendar year in which this Agreement expires. Any Agreement so negotiated shall apply to all employees, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.

2. 2. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations.

2. 3. Negotiation meetings shall be held between four members of the Board who comprise its personnel and Policy Committee and four members of the Association who are designated in writing as its negotiating committee, and the Superintendent of schools shall attend such meetings.

2. 4. Representatives of the Board and the Association's negotiating committee shall meet upon request of either given in writing to the other and within fourteen (14) days of such request. Other meetings may be held by mutual agreement.

2. 5. A party requesting a meeting shall submit to the other, at least three (3) days

prior to the meeting, an agenda in writing covering matters they wish to discuss. These meetings are not intended to by-pass the grievance procedure.

2. 6. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce nor otherwise detract from any benefit existing prior to its effective date.

2. 7. The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in ARTICLE I of this Agreement, with any organization other than the Association for the duration of this Agreement.

2. 8. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

2. 9. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.



## ARTICLE III

### POLICY DEVELOPMENT

#### LEA-ADMINISTRATION POLICY DEVELOPMENT COMMITTEE

##### 3. 1. RECOGNITION

The Board hereby recognizes the LEA-Administration Policy Committee under the conditions and terms stated herein.

##### 3. 2. DURATION

a. The parties agree that this committee will be in effect during the length of the Agreement.

b. Meetings will be held in a mutually agreed upon time, place and date and details for future meetings will be determined at the end of each meeting.

c. During the entire period related to in Purpose and Functions no Board or Administrative policies will *be changed or deleted without mutual consent of Board and/or Administration and the Association.*

d. During the period affected herein the LEA members of this committee will not be required to serve on any other committee, except the member's respective departments for Middle-States evaluation, unless the member desires to serve on another committee.

##### 3. 3. REPRESENTATION

a. The parties agree that this committee will consist of at least *four* faculty members appointed by the Association and at least *four* administrators, appointed by the superintendent.

b. Each party will select their own spokesman. Meetings should be for work purposes, loosely structured, with free and easy participation on the part of all members.

### 3. 4. PURPOSES & FUNCTIONS

a. The parties agree that the committee's function will be to develop recommendations to be referred to the Board of Education for possible adoption.

b. The Board of Education and LEA proposals presented at the initial negotiations meeting which subsequently cannot be agreed upon in negotiations, shall be given to this committee for their recommendation to the Board of Education.

c. When policies are finalized in committee, they will be immediately submitted to the Board, who in turn must

1. submit a reply in writing to all members of this committee within ten (10) days after an item was presented at a meeting of the Board of Education.

2. submit reason(s) justifying their actions for every policy rejected.

d. Items adopted by the Board of Education will be identified with date of approval, effective date, and notation that it was developed by the LEA-ADMINISTRATION COMMITTEE.

e. Any policy item recommended by the committee and subsequently accepted by the Board of Education may not be unilaterally changed. If changes are requested by either party, the item must be re-studied and re-developed by the committee and further recommended for acceptance by the Board of Education. A re-

jected policy may be resubmitted for further consideration immediately to the Board.

### 3. 5. EXCLUSIONS

a. This agreement excludes presumption that the Association and the Board considers salary and fringe benefits exclusively as "terms and conditions of employment" in formal negotiations with the Board.

b. In no way does this Agreement exclude the Association and the Board from presenting non-monied proposals as "terms and conditions of employment" at future Board-Association negotiations, nor excludes the Board or Association from accepting said proposals.

## ARTICLE IV

### GRIEVANCE PROCEDURES

#### 4. 1. *Definitions*

- a. A "grievance" is a claim based upon an event or condition which affects the terms and conditions of employment of an employee or group of employees and/or the interpretation, meaning or application of any of the provisions of this Agreement.
- b. An "aggrieved employee" is the person or group of employees making the claim.
- c. A "party in interest" is the employee or group of employees making the claim and any employee who might be required to take action or against whom action might be taken in order to resolve the claim.

d. The term "grievance" and the procedure related thereto, shall not be deemed applicable in the following instances:

i) The failure to or refusal of the Board to renew a contract of a non-tenure teacher.

ii) A complaint by any certificated personnel occasioned by appointment to, retention in or lack of retention in any position for which tenure is not possible or not required.

iii) In matters where the Board is without authority to act.

iv) All things that are by law beyond the scope of the Board's authority or are limited to the Board alone.

4. 2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with an appropriate member of the administration, and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment and to state its views.

#### 4. 3. *Procedures*

a. Since it is important that grievances be processed as rapidly as possible, the number of days indicated should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

- b. Any employee who has a complaint shall first discuss it with his Assistant Principal or Principal within five (5) school days following the date of the condition or event giving rise to the complaint. If no satisfactory solution is reached, then the employee may continue his appeal to the Superintendent of Schools.
- c. If, after ten (10) school days following the date of the condition or event giving rise to the complaint, the aggrieved employee is not satisfied with the disposition of this complaint, or if no decision has been rendered within that period, the complaint shall be called a grievance and within five (5) school days thereafter shall be stated in writing by the aggrieved employee on a form provided by the Superintendent of Schools and filed as hereinafter provided. The written grievance shall set forth all the facts necessary to understand and decide the issue involved.
- d. Within the five (5) school day period provided in the preceding paragraph (c) the aggrieved employee may file his grievance with the Superintendent of Schools or the employee may refer the grievance to the Executive Council of the Association for consideration and on the same date file a copy of the grievance with the Superintendent of Schools, noting thereon the referral to the Executive Council.
- e. If the grievance is referred to the Executive Council then within ten (10) school days it shall:
  - i) determine whether the grievance has or may have merit in which event, it

shall submit the Council's recommendations in writing for further consideration by the Superintendent of Schools; or

- ii) determine that the grievance is without merit, in which event the Council will so advise the employee in writing and a copy of its findings shall be sent to the Superintendent of Schools.
- f. If the grievance is not satisfactorily resolved by the Superintendent of Schools within fifteen (15) school days after presented to him in writing, he shall, at the request of the employee or Association, submit it to the Personnel and Policy Committee of the Board for a decision within twenty (20) school days.
4. 4. An employee may individually, or along with representation of his own choosing, upon so advising the Superintendent of Schools and the Executive Council in advance, appear in the submission of his grievance to the Personnel and Policy Committee of the Board in which event, he shall receive a decision within twenty (20) school days.
4. 5.
- a. If the aggrieved person is not satisfied with the decision of the Board or no decision has been reached by the Board within twenty (20) school days, the aggrieved may request in writing within ten (10) days thereafter, that the Executive Council of the LEA submit the grievance for binding arbitration within twenty (20) school days after its receipt of the said request from the aggrieved person.

- b. An employee seeking arbitration on a grievance must submit written acknowledgement from the Association. This must indicate the Association allows the individual to seek redress through arbitration and the Association will share the cost of the arbitrator in the manner found in the Agreement.
  - c. The employee or Association upon electing to submit a grievance to arbitration shall automatically waive all recourse to other remedies or forums which otherwise could be available.
  - d. Only grievances as defined in this Article IV, section 4.1a are subject to binding arbitration. Any terms and conditions of employment not provided for in this Agreement shall not be subject to binding arbitration but may proceed to advisory arbitration.
4. 6. An aggrieved person shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any affect thereof shall have been duly determined.

4. 7. *Selecting the Arbitrator*

- a. Either party may request the A.A.A. to submit a roster of persons qualified to function as an arbitrator.
- b. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they may request the A.A.A. to submit a second roster of names.
- c. If the parties are unable to determine

a mutually satisfactory arbitrator within ten (10) school days of the receipt of the second submitted list, the A.A.A. at the request of either party will designate an arbitrator.

4. 8. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from, the Agreement between the parties or any policy of the Board of Education.

a. The findings of the arbitrator shall be binding.

b. Only the Board and the aggrieved and his representatives shall be given copies of the arbitrator's report of findings. This shall be accomplished within 30 days of the completion of the arbitrator's hearings.

4. 9. *Costs*

a. Each party will bear the total cost incurred by themselves.

b. The fees and expenses of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses, the cost of the hearing room, court stenographer and transcripts of proceedings shall be borne equally by the Board and the Association.

c. If time is lost by any grievant due to arbitration proceedings necessitating the retention of a substitute teacher, the Board of Education will pay only the cost of a substitute, and the time lost by the grievant must be without pay unless the grievant prevails in such proceedings.



- 4.10 All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
- 4.11 All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this ARTICLE.
- 4.12 If, in the judgment of the Association Executive Council, a grievance affects a group of teachers, or the Association, the Association may submit the grievance directly to the Superintendent of Schools.
- 4.13 The Association will use the following procedure to process a possible grievance before it is taken to the Superintendent of Schools:
- a. A sub-committee of the representative council will review the merits of the grievance and submit the grievance to the representative council.
  - b. The representative council will review the sub-committee's findings and make recommendations to the LEA officers.
  - c. The LEA officers will decide if the grievance merits submission to the Superintendent.
- 4.14 If, after the Board has reached a decision on a grievance and it is not deemed satisfactorily resolved by the Association, an impasse may be declared.
- 4.15 Impasses may be submitted by the LEA for binding arbitration, as is defined in

Article IV. Each party will bear the total cost incurred by themselves. The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.

## **ARTICLE V**

### **RIGHTS NOT IMPAIRED**

5. 1. Recognition granted hereunder shall not impair the rights under Section 19 of Article I of the New Jersey Constitution.
5. 2. Nothing contained herein shall be construed to deny or restrict to any employee such rights as he may have under any statute of the State of New Jersey, including Title 18A Education of the New Jersey Statutes or other applicable statutes and regulations.
5. 3. The Board of Education, on its own behalf, reserves and retains unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the Laws, regulations, and the Constitution of the State of New Jersey, and of the United States of America.
5. 4. Except as expressly provided otherwise in this Agreement, the determination and administration of school policy, the operation and management of the schools, and the direction of employees are vested exclusively in the Board of Education, except as otherwise provided in Chapter 303, Public Law of New Jersey, 1968.

## ARTICLE VI

### SALARIES

6. 1. The salaries of all employees covered by this Agreement are set forth in the Schedule which is annexed hereto and made a part hereof.

6. 2. *Advancement on Training Levels*

a. Advancement to training levels Column A (Basic Degree) through Column C (Basic Degree plus 30) will be based upon verification of graduate work accomplished after the earning of a Bachelor's Degree.

b. Advancement to Column D (Master's) will be based upon verification of the conferring of an earned Master's Degree.

c. Advancement to training levels Column E (Master's plus 15) and Column F (Master's plus 30) will be based upon verification of graduate work accomplished after the earning of a Master's Degree.

d. Advancement to Column G (Earned Doctorate) will be based upon verification of the conferring of an earned Doctorate Degree.

6. 3. *Salary Adjustments*

a. Salary adjustments will be limited to twice a year, Sept. 5th and Feb. 5th. Tentative verification (letter from the college, grade slips, etc.) of graduate credits earned must be submitted by the above dates.

b. An official transcript must be forthcoming by May 1st of the current school year or the salary adjustment will be

deducted from the remainder of the employees annual salary.

c. It is the responsibility of the employee to give official evidence of graduate credits earned, within the limits of the above dates.

6. 4. A career adjustment increment of \$300 was given to teachers who were at the maximum on the 1972 salary guide and were not scheduled to receive an increment.

## ARTICLE VII

### EMERGENCY AND PERSONAL LEAVE

7. 1. Every employee will be granted emergency and/or personal leave in the amount described below without salary deduction for urgent personal or emergency reasons.
7. 2. Personal leave must be requested and approved by the Superintendent at least five school days in advance of the time for which such leave is requested. *Emergency events not predictable five days in advance will be considered immediately.*
7. 3. Personal leave is not to be used for purposes of pleasure, recreation, job interviews, housework, resting and the like.
7. 4. Emergency and Urgent Personal Business is Defined as follows:
  - a. Religious *Holy Days*
  - b. Death in the immediate family (parents, siblings, spouse and children)
  - c. Serious illness in the immediate family (parents, spouse, children)
  - d. Emergencies (catastrophies, fires, accidents)

- e. Attending graduation or wedding of a son or daughter
  - f. Court order
  - g. Jury Duty
  - h. Birth of a child to wife
  - i. House Settlement
  - j. Marriage of employee
7. 5. The amount of time Emergency and Personal Leaves may be taken is as follows:
- a. Religious Holy Days—Up to two days may be granted in recognition of religious holy days.
  - b. Death in Immediate Family—Up to three days may be granted in case of death within the immediate family (parents, siblings, spouse and children). One day may be granted in case of death of other close relatives. (Uncle, aunt, grandparent, grandchild, and first cousins).
  - c. Serious Illness in Immediate Family—Up to two days may be granted for illness or injury of immediate family where the presence of the employee is essential. (Spouse and children). A statement may be requested from the attending physician by the Superintendent of Schools.
  - d. Emergencies—One day may be granted for emergencies involving catastrophies of fire, wind, and water to the employee's household or possessions.
  - e. Graduation, wedding of Son or Daughter—One day may be granted to attend a graduation or wedding ceremony of a son or daughter, if such ceremony

occurs within the time period of a regular school day; or if such ceremony occurs such distance from school that time is needed for travel.

- f. Court Order—The amount of time in excess of one day in response to a court order is left to the discretion of the Superintendent as approved by the Board.
  - g. Jury Duty—The Board will pay the difference between jury duty pay and the average daily earnings of such employee. The employee must present a completed form as proof of jury duty which is obtained from the Court at the time of service.
  - h. Birth of Child to Wife—One day may be granted on the day of the birth of a child to employee's wife.
  - i. *House Settlement—One day may be granted for settlement of house purchase.*
  - j. Marriage of Employee—One day may be granted for marriage of employee.
7. 6. An employee may not receive more than three emergency or personal leave days during the period of a given school year, except in the case of "death in the immediate family" as described in Article 7.5 b, whereupon three (3) days will be granted over and above the limits placed in this Article.
7. 7. Emergency or personal leave is in no way accumulative.
7. 8. Other requests for emergency or personal leave, with or without pay, shall be at the discretion of the Superintendent as approved by the Board.

## **ARTICLE VIII**

### **SICK LEAVE**

8. 1. The statutes provide for ten (10) sick leave days per year without loss of pay. Unused sick leave days are to accumulate as long as the employee is employed in the district. (The Board shall grant twelve (12) sick leave days per year to all employees on 12 month contracts.)
8. 2. On missed days beyond accrued sick leave: (a) Employees contracted for ten months will have deducted 1/200th of their contracted salary for each day of absence in excess of the total of their accrued sick leave, and (b) employees contracted for twelve months will have deducted 1/240th of their salary for each day of absence in excess of the total of their accrued sick leave.
8. 3. During the first meeting in September, each teacher shall be apprised of the amount of unused sick leave including the ten (10) days for the current year. This information is to be provided on an appropriate form which shall be kept on file by the Secretary of the Board for a duration of at least one year.
8. 4. Staff members beginning service after the September starting date will accrue sick leave at the rate of one day per month for the remainder of that school year.

## **ARTICLE IX**

### **SABBATICAL LEAVE**

9. 1. The purpose of a sabbatical leave is to assist a member of the professional staff

to become more valuable as an educator for the Lenape Regional High School District.

9. 2. A member of the professional staff may be granted a sabbatical leave of absence after seven years of consecutive employment in the Lenape Regional High School District.
9. 3. Sabbatical leave may be granted for such purposes as:
  - a. Professional study at an accredited college or university.
  - b. Approved research or study.
  - c. Professionally related travel with study under the auspices of an accredited college or university.
9. 4. Sabbatical leave may be granted at the discretion of the Board, based upon program value and seniority of service, to no more than two percent of the educational staff within the district during a given school year.
9. 5. Application for Sabbatical Leave:
  - a. Must be made no later than January 1st, preceding the school year for intended leave.
  - b. Must have a detailed written statement attached to application giving the purpose of the leave, plan of the activity to be pursued, and anticipated value of the experience to the individual in improving his professional competency and ability to serve the system.
9. 6. The Sabbatical leave time period is one contractual year, Sept. through June.



9. 7. Reimbursement will be as follows:
  - a. Reimbursement will be granted at the rate equal to 75% of the salary the staff member would have received if he remained on duty.
  - b. Payment or reimbursement to be made in accordance with regular payroll dates.
9. 8. While on leave, the employee shall not engage in gainful employment except by written agreement with the Board. Scholarships and fellowships do not constitute gainful employment.
9. 9. Sabbatical leave time shall be recognized for purposes of salary increment and pension eligibility.
9. 10. General Conditions governing sabbatical leave are:
  - a. Five contractual teaching years must have passed since the first sabbatical for an individual to become eligible for another. Applicants who have not previously received a sabbatical will be given preference before a second is granted an individual.
  - b. The employee shall agree in writing to return to his position (or a comparable one) in the school system for a period of at least two years following the completion of his leave. In the event the employee does not return, he shall reimburse the Board of Education for the amount of money received for sabbatical leave.
  - c. When the employee returns, he shall submit a written report to the Board containing all pertinent data and infor-

mation on his activities during the period of the leave in verification of the stated purposes made in the original application.

## ARTICLE X

### MATERNITY LEAVE OF ABSENCE

10. 1. The Board shall grant maternity leave without pay to any teacher upon request subject to the following stipulations and limitations:
  - a. Maternity leave shall commence on the date requested by the teacher. The teacher shall give at least thirty (30) days notice of intent prior to beginning of leave. The teacher must present a physician's certification indicating her ability to properly perform her required functions up to the intended date of the leave.
  - b. The length of a maternity leave shall be up to fifteen (15) calendar months and its expiration shall coincide with the beginning of a new school year. The teacher shall give at least thirty (30) days notice prior to date of expected return. An extension may be granted by the Board for a reasonable length of time.
  - c. Upon return from a maternity leave, the teacher shall be reinstated her same or a similar position for which she is certified.
  - d. Advancement on the salary guide shall be based upon the date of commencement of the leave:
    - i. The teacher shall be granted a half-step if she works more than 90 days.

- ii. The teacher shall be granted a whole step if she works 135 days or more.
- e. The length of a maternity leave for a non-tenure teacher shall be no longer than the duration of the contractual year in which the leave is granted.

## **ARTICLE XI**

### **HEALTH INSURANCE**

- 11. 1. Blue Cross, Blue Shield, Rider J, Major Medical, and the 75c co-pay Prescription Drug coverage will be provided on a full share, no cost basis to the employee and his dependents.

## **ARTICLE XII**

### **TAX SHELTERED ANNUITY AND FEDERAL TEACHERS CREDIT UNION**

- 12. 1. The Board shall authorize a salary reduction for the purpose of a tax sheltered annuity program. Under the Law, this is the only obligation on the part of the Board.
- 12. 2. The LEA will select the company to provide this coverage.
- 12. 3. The Board shall authorize a salary deduction for the Burlington County Federal Teachers Credit Union.

## **ARTICLE XIII**

### **RELEASED TIME FOR LEA PRESIDENT**

- 13. 1. The Board will provide the president of

the LEA with a duty-free period. This released time will be used by the president to perform his duties as the chief Association officer. (Lunch and preparation time will not be considered as a part of the released time.)

13. 2. Released time is not to be construed as a reduction in the typical class assignment of a member of the president's teaching department.

## **ARTICLE XIV**

### **STAFF ARRIVAL AND DEPARTURE PROCEDURE**

14. 1. Teachers shall indicate each arrival and departure from duty by initialing the appropriate column on the teacher "Sign-In" roster.

## **ARTICLE XV**

### **CLASS SIZE**

15. 1. The matter of class size will be remanded to discussion under Article III of this Agreement.

## **ARTICLE XVI**

### **EVALUATION OF NON-TENURE TEACHERS**

16. 1. Non-tenure teachers are entitled to be observed in a classroom situation not less than four (4) times during a full academic school year with each observation to encompass a minimum of thirty (30) minutes; the results of which shall be presented to the teacher in writing.

## ARTICLE XVII

### MISCELLANEOUS PROVISIONS

17. 1. This Agreement shall be construed as though it were a board policy for the term of this Agreement and the Board shall carry out the commitments contained herein and give them full force and effect as though they were a board policy.
17. 2. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
17. 3. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
17. 4. In consideration of this Agreement the Association agrees they will not cause, sponsor, and participate in any strike, engage in any work stoppage, work slow down, or cause any sanction to be brought against the Board of Education of the Lenape Regional High School District during the term of this Agreement.

17. 5. Copies of this agreement shall be printed at the expense of the Board, after agreement between parties on the format, and shall be distributed to all teachers employed by the Board.
17. 6. The use of the singular masculine pronoun herein shall include singular and plural, masculine and feminine.

## ARTICLE XVIII

### DURATION OF AGREEMENT

18. 1. The provisions of Article I hereof, "Recognition and Bargaining Unit," shall be effective upon the date of signing this Agreement, and all other provisions of this Agreement shall be effective as of July 1, 1973, and all provisions of this Agreement shall continue in effect until June 30, 1974.

In Witness Whereof, the Board has caused this Agreement to be signed by its President, attested by its Secretary and its corporate seal to be placed hereon and the Association has caused this Agreement to be signed by its President and Secretary.

### BOARD OF EDUCATION OF LENAPE REGIONAL HIGH SCHOOL DISTRICT

Attest: Dorothy C. Gove Secretary By W. M. Elmer President

### LENAPE EDUCATION ASSOCIATION

Attest: Patricia Murphy Secretary By Robert J. Lary President

LENAPE REGIONAL HIGH SCHOOL  
DISTRICT

Medford, New Jersey

*TEACHER SALARY GUIDE*

Total Public Teach. Exper.	No. Yrs. In Lenape Dist.	Step	A Basic Degree	B Basic Degree +15	C Basic Degree +30	D Mas- ters Degree	E Mas- ters +15	F Mas- ters +30	G Earned Dr. in Field
		1	8100	8400	8700	9100	9400	9700	10,100
		2	8400	8700	9000	9400	9700	10,000	10,400
		3	8700	9000	9300	9700	10,000	10,300	10,700
		4	9100	9400	9700	10,100	10,400	10,700	11,100
		5	9400	9700	10,000	10,400	10,700	11,000	11,400
		6	9750	10,050	10,350	10,750	11,050	11,350	11,750
		7	10,100	10,400	10,700	11,100	11,400	11,700	12,100
		8	10,500	10,800	11,100	11,500	11,800	12,100	12,500
		9	10,900	11,200	11,500	11,900	12,200	12,500	12,900
		10	11,300	11,600	11,900	12,300	12,600	12,900	13,300
		11	11,700	12,000	12,300	12,700	13,000	13,300	13,700
		12	12,200	12,500	12,800	13,200	13,500	13,800	14,200
		13	12,700	13,000	13,300	13,700	14,000	14,300	14,700
		14			13,800	14,200	14,500	14,800	15,200
		15						15,300	15,700

A \$300 increment will be given (in addition to any regularly scheduled increment) at the beginning of the eleventh (11th) consecutive contractual year of teaching service in the Lenape Regional High School District.

Effective: July 1, 1973

**LENAPE REGIONAL HIGH SCHOOL DIST.  
ATHLETIC SALARY GUIDE**

SPORT	STEP 1	STEP 2	STEP 3
<i>Boys Sports</i>			
Athletic Director	900	1000	1125
Football—Head Coach	900	1000	1125
Football—Assistant	500	550	625
Basketball—Head Coach	900	1000	1125
Basketball—Assistant	500	550	625
Baseball—Head Coach	500	600	725
Baseball—Assistant	350	450	575
Track—Head Coach	500	600	725
Track—Assistant	350	450	575
Wrestling—Head Coach	900	1000	1125
Wrestling—Assistant	500	550	625
Gymnastics—Head Coach	400	475	550
Cross Country—			
Head Coach	450	550	650
Soccer—Head Coach	450	550	675
Soccer—Assistant	350	450	525
Swimming—Head Coach	450	550	650
Swimming—Assistant	300	400	500
Tennis Coach	300	400	500
Bowling—Head Coach	450	550	650
Golf—Head Coach	300	400	500
Saturday—			
Elementary Basketball	175	175	175
<i>Girls Sports:</i>			
Basketball—Head Coach	450	550	650
Basketball—Assistant	300	400	500
Hockey—Head Coach	450	550	650
Hockey—Assistant	300	400	500
Softball—Head Coach	450	550	650
Softball—Assistant	300	400	500
Swimming—Head Coach	450	550	650
Swimming—Assistant	300	400	500
Tennis—Head Coach	300	400	500

**Effective: July 1, 1973**



LENAPE REGIONAL HIGH SCHOOL DIST.  
EXTRA-CURRICULAR SALARIES

POSITION	STEP 1	STEP 2	STEP 3
Band Director	900	1000	1100
Bus Room Supervisor	275	300	325
Cheerleader Advisor	200	250	350
Cheerleader Assistant	175	225	300
Color Guard Advisor	150	200	250
Dance Band Director	125	175	225
Equipment Manager	300	400	500
Intramurals—Girls	250	300	350
Intramurals—Boys	250	300	350
Literary Magazine	300	350	375
Newspaper Advisor	300	400	500
Newspaper Assistant	175	225	275
Plays (Dramatics):			
Junior Play	300	400	500
Senior Play	300	400	500
All School Musical	300	400	500
Public Relations	300	400	500
School Photographer	200	250	300
Stage Technical Advisor	450	500	550
Stage Technical Assistant	200	250	300
School Store Manager	250	350	450
Student Council Advisor	300	400	500
Student Council Assistant	200	250	300
Tickets	175	200	250
Yearbook Advisor	350	450	550
Yearbook			
Business Manager	200	225	250
Yearbook Assistant	175	200	225
Class Advisors:			
9th Grade			150
10th Grade			200
11th Grade			250
12th Grade			350

Effective: July 1, 1973

## DEPARTMENT COORDINATOR SALARY

Department Coordinators of the Lenape Regional High School District shall be paid \$800 per annum with the present release time status to remain in effect. (Since the coordinator work load is heavy at the beginning and the end of the school year, every effort will be made to insure additional time for summer work at the 1/200 per diem rate which is presently in effect.)