

24-0280
14-18

AGREEMENT

1969-70

THIS AGREEMENT, entered into this 16th day of April
in the year One Thousand Nine Hundred and Sixty-nine.

BETWEEN

THIS BOOK IS
NOT CIRCULATE

THE BOARD OF EDUCATION OF THE BOROUGH OF MENDHAM,
IN THE COUNTY OF MORRIS, NEW JERSEY,
a body corporate of the State of New Jersey,

hereinafter called the BOARD,

AND

THE MENDHAM BOROUGH EDUCATION ASSOCIATION,

hereinafter called the ASSOCIATION

WITNESSETH:

WHEREAS, the BOARD and the ASSOCIATION, in accordance
with Chapter 303 of Public Laws of 1968, have met and negotiated
in good faith the terms and conditions of employment of the
teachers in the Borough of Mendham; and

WHEREAS, as a result of the aforesaid negotiations,
the provisions hereinafter set forth have been agreed upon:

ARTICLE I The BOARD and the ASSOCIATION hereby agree
that the salary guide during the school year 1969-70 shall be as
set forth in Policy 4141-69, adopted in February, 1969, which is
attached hereto and made a part hereof.

ARTICLE II The BOARD agrees to pay for all full-time
teachers the full cost of the teachers' share only of (a) Blue
Cross, (b) Mt. Shields with Rider "J"; and (c) Major Medical.
In addition, the BOARD agrees to pay fifty percent (50%) of the
cost of the employee and child (no maternity) plan, or the full

provided for in Blue Cross and Blue Shield, including Rider "J", based upon those in effect on January 1, 1969. In addition, the BOARD agrees to pay, for each part-time teacher, the insurance and hospitalization costs, as outlined in this paragraph, at the same proportionate share on which the teacher's salary is determined.

ARTICLE III (a) The BOARD agrees to make a reasonable effort to employ, prior to September 3, 1969, cafeteria and playground supervisors at a total cost not to exceed ONE THOUSAND DOLLARS (\$1,000), prorated over a ten month period, for the 1969-70 school year.

(b) The BOARD agrees that the objective of this provision is to relieve the teachers of the need to be physically present for purposes of supervising pupils in the cafeteria or on the playground during the lunch period.

(c) The ASSOCIATION recognizes the need for pupils to be supervised, and therefore, in the event that cafeteria and playground supervisors cannot be employed, or in the event that they resign or are absent, the teachers agree to assume the duties of cafeteria and playground supervisors until other supervisors are employed.

(d) The ASSOCIATION agrees to cooperate with the above mentioned supervisors. This cooperation shall be in the form of:

1. Assistance in the cafeteria and on the playground for a reasonable number of days at the beginning of the supervisors' employment, in order to implement the plan.

2. Being "on call" as per posted duty roster but not present, throughout the school year, to lend assistance to the supervisors when needed.

3. Assistance to the administrators of the two schools in the training of the supervisors.

ARTICLE IV The BOARD and the ASSOCIATION agree that the grievance procedure shall be that which is designated as Policy 245C, attached hereto and made a part hereof.

ARTICLE V This agreement shall be effective during the school year 1969-70, commencing on July 1, 1969, and terminating on June 30, 1970.

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 written.

THE BOARD OF EDUCATION OF THE
BOROUGH OF MENDHAM, IN THE
COUNTY OF MORRIS, NEW JERSEY

ATTEST:

Edna Ward

Secretary

By: Thomas McCabe President

THE MENDHAM BOROUGH EDUCATION
ASSOCIATION

ATTEST:

By: Henry R. Wilks President

Secretary

Review of Administrative Decisions

It shall be the policy of the Mendham Borough Board of Education to afford every employee the right to appeal the application of policies and administrative decisions affecting him. He shall be assured freedom from restraint, coercion, discrimination, or reprisal in presenting his appeal. He shall have the right to present his own appeal through designated administrative channels or to designate another person to appear with him at any step in his appeal.

1. Any employee who has a grievance shall discuss it first with his immediate supervisor in an attempt to resolve the matter.
2. If the matter is not resolved to the satisfaction of the employee, he shall set forth his complaint in writing to the Principal within 5 school days. The Principal shall communicate his decision to the employee in writing within 5 school days of receipt of the written complaint.
3. The employee may appeal the Principal's decision to the Administrative Principal. The appeal to the Administrative Principal must be made in writing and must set forth the grounds on which the grievance is based. The Administrative Principal shall request a report on the grievance from the building Principal, shall confer with the concerned parties and, upon request, with the employee or Principal separately. He shall attempt to resolve the matter as quickly as possible but within a period not to exceed 10 school days. The Administrative Principal shall communicate his decision in writing, along with supporting reasons, to the employee and his building Principal. This step shall be omitted if the Administrative Principal is the aggrieved employee's building Principal.
4. If the grievance is not resolved to the employee's satisfaction, he may request a review by the Board of Education. The request shall be submitted in writing through the Administrative Principal, who shall attach all related papers and forward the request to the President of the Board of Education. The board shall review the grievance, hold a hearing with the concerned parties, if requested, and render a decision in writing to the employee, his building principal and Administrative Principal within 30 calendar days.

Adopted: July 13, 1966

MENDHAM BOROUGH SCHOOL
TEACHERS' SALARY GUIDE FOR 1969-70

Policy #4141-67

Steps	L E V E L S							
	I. B.S.	II B.S. +9	III B.S. +16	IV. B.S. +30	M.A.	VI M.A. +9	VII M.A. +18	VIII M.A. +30
1	\$5,700	\$6,950	\$7,200	\$7,450	\$7,600	\$8,050	\$8,300	\$8,550
2	7,000	7,250	7,500	7,750	8,100	8,350	8,600	8,850
3	7,300	7,550	7,800	8,050	8,400	8,650	8,900	9,150
4	7,600	7,850	8,100	8,350	8,700	8,950	9,200	9,450
5	7,900	8,150	8,400	8,650	9,000	9,250	9,500	9,750
6	8,200	8,450	8,700	8,950	9,300	9,550	9,800	10,050
7	8,500	8,750	9,000	9,250	9,600	9,850	10,100	10,350
8	8,800	9,050	9,300	9,550	9,900	10,150	10,400	10,650
9	9,100	9,350	9,600	9,850	10,200	10,450	10,700	10,950
10	9,400	9,650	9,900	10,150	10,500	10,750	11,000	11,250
11	9,700	9,950	10,200	10,450	10,800	11,050	11,300	11,550
12	10,000	10,250	10,500	10,750	11,100	11,350	11,600	11,850
13		10,550	10,800	11,050	11,400	11,650	11,900	12,150
14			11,100	11,350	11,700	11,950	12,200	12,450
15				11,650	12,000	12,250	12,500	12,750
16					12,300	12,550	12,800	13,050

Adopted: February, 1969