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AMENDMENT  
TO  
COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
THE METUCHEN BOARD OF EDUCATION  
AND  
THE METUCHEN ASSOCIATION OF EDUCATIONAL SECRETARIES  
JULY 1, 1972 to JUNE 30, 1974

THIS BOOK DOES  
NOT CIRCULATE

Pursuant to the reopening provision contained in Article XV of the Collective Bargaining Agreement between the parties for the period July 1, 1972 to June 30, 1974, the parties have completed negotiations on salaries for the 1973-1974 school year.

It is hereby agreed between the parties that the following shall be incorporated into the contract and made a part thereof by this reference, effective July 1, 1973:

1. Effective with the beginning of the 1973-1974 school year, the Board agrees to provide, at no cost to the employees, dental insurance coverage for the employees only. Said dental plan shall be a \$50.00 deductible, Basic Plan from New Jersey Dental Service Plan, Inc., with Rider 1, Option A Schedule. The Board retains the right to change insurance carriers. The Board will advise the Association when any change in carriers is being considered.

2. Effective with the school year 1973-1974, the following salary guide shall be in effect:

<u>Year of Service</u>	<u>SCHOOL SECRETARIES and Clerks</u>
1st	\$ 4,700.00
2nd	4,900.00

3rd	5,100.00
4th	5,300.00
5th	5,600.00
6th	5,900.00
7th	6,200.00
8th	6,500.00
9th	6,800.00
10th	7,100.00
11th	7,400.00

The salary progressions listed under Schedule "A" above are not automatic and may be withheld by the Board for inefficiency or other good cause.

Super Maximum:

- After 15 years - \$200 above Step 11
- After 20 years - an additional \$300.00  
(\$500.00 above Step 11)
- After 25 years - an additional \$400.00  
(\$900.00 above Step 11)
- After 30 years - an additional \$300.00  
(\$1,200.00 above Step 11)

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

METUCHEN ASSOCIATION OF  
EDUCATIONAL SECRETARIES

METUCHEN BOARD OF EDUCATION

By Carol R. Campbell

By William C. Cummings, Jr.

Date 6-22-73

Date 6-20-73

AMENDMENT  
TO  
COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
THE METUCHEN BOARD OF EDUCATION  
AND  
METUCHEN CUSTODIAL AND MAINTENANCE ASSOCIATION  
JULY 1, 1972 to JUNE 30, 1974

Pursuant to the reopening provision contained in Article XIV of the Collective Bargaining Agreement between the parties for the period July 1, 1972 to June 30, 1974, the parties have completed negotiations on salaries for the 1973-1974 school year.

It is hereby agreed between the parties that the following shall be incorporated into the contract and made a part thereof by this reference, effective July 1, 1973:

1. Effective with the beginning of the 1973-1974 school year, the Board agrees to provide, at no cost to the employees, dental insurance coverage for the employees only. Said dental plan shall be a \$50.00 deductible, Basic Plan from New Jersey Dental Service Plan, Inc., with Rider 1, Option A Schedule. The Board retains the right to change insurance carriers. The Board will advise the Association when any change in carriers is being considered.
2. Effective with the school year 1973-1974, the following salary guide shall be in effect:

SCHEDULE 'A'  
CUSTODIAL SALARY GUIDE

<u>Year of Service</u>	<u>Amount</u>
1st	\$ 6,700.00
2nd	6,900.00
3rd	7,100.00
4th	7,300.00
5th	7,500.00
6th	7,700.00
7th	7,900.00
8th	8,100.00
9th	8,300.00
10th or more	8,600.00
Head Custodian High School	700.00 additional
Night Custodian in Charge - High School	400.00 additional
Head Custodian Franklin	700.00 additional
Night Custodian in Charge - Franklin School	400.00 additional
Head Custodian(s) - Elementary Schools	400.00 additional
Black Seal Boiler License	100.00 additional

The salary progression listed under Custodial Salary Guide above is not automatic and may be withheld by the Board for inefficiency or other good cause.

SCHEDULE "B"  
MAINTENANCE SALARIES

George A. Brokenshire	\$ 8,200.00
Walter Patskanick	7,250.00
Benny Prusinowski	8,600.00
Eugene D. Weatherill	11,550.00
Thomas Hurrell	8,000.00

Possessors of a current Black Seal Boiler License will receive \$100.00 additional.

The salaries for the maintenance men have been determined on an individual basis predicated upon merit and longevity. Increases are not automatic and may be withheld by the Board for inefficiency or other good cause.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

METUCHEN CUSTODIAL AND  
MAINTENANCE ASSOCIATION

METUCHEN BOARD OF EDUCATION

By Willis K. McClain

By William C. Cummings, Jr.

Date 6-22-73

Date 6-20-73

AMENDMENT  
TO  
COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
THE METUCHEN BOARD OF EDUCATION  
AND  
THE METUCHEN EDUCATION ASSOCIATION  
JULY 1, 1972 to JUNE 30, 1974

Pursuant to the reopening provision contained in Article XX of the Collective Bargaining Agreement between the parties for the period July 1, 1972 to June 30, 1974, the parties have completed negotiations on salaries and insurance benefits for the 1973-1974 school year.

It is hereby agreed between the parties that the following shall be incorporated into the contract and made a part thereof by this reference, effective July 1, 1973:

1. Effective for the school year 1973-1974 the Board agrees to increase the amount appropriated for extra compensation for all athletic coaches and co-curricular advisors by \$2000.00 in addition to those amounts in effect at the date of this Agreement. This amount will be distributed as determined by the Association, and approved by the Board. This amount will be used to adjust the amounts now paid and shall not be used for new positions. Such determination shall be made and forwarded to the Board Secretary no later than October 1, 1973.
2. A committee shall be formed to study the proposal made by the Association regarding criteria for future payments of extra compensation for athletic coaches and co-curricular advisors. The Committee shall consist of the following: Three representatives from the M.E.A., the High School Principal, the Director of Athletics, and the Superintendent of Schools.

The new criteria shall be completed prior to December 31, 1973, and after approval by the Board, shall be included as part of the Agreement subsequent to this one.

3. Effective with the beginning of the 1973-1974 school year, the Board agrees to provide, at no cost to the employees, dental insurance coverage for the employees only. Said dental plan shall be a \$50.00 deductible, Basic Plan from New Jersey Dental Service Plan, Inc., with Rider I, Option A Schedule. The Board retains the right to change insurance carriers. The Board will advise the Association when any change in carriers is being considered.

4. Effective immediately, employees on an approved leave of absence without pay may, at their option, continue the hospital and medical-surgical insurance coverage and major-medical insurance coverage at the group rates, said premiums to be paid by the teacher, provided said procedure is allowed by the insurance carrier.

5. Effective with the school year 1973-1974, the following salary guide shall be in effect:

TEACHERS' SALARY GUIDE FOR 1973-1974

<u>Years of Employment</u>	<u>Group A</u> Bachelors Degree	<u>Group B *</u> Bachelors Degree plus 30 Credits	<u>Group C</u> Masters Degree	<u>Group D *</u> Masters Degree plus 30 Credits	<u>Group E</u> Doctorate
1	\$ 3,600	\$ 8,900	\$ 9,200	\$ 9,800	\$ 10,400
2	8,800	9,100	9,400	10,000	10,600
3	9,200	9,500	9,800	10,400	11,000
4	9,500	9,800	10,100	10,700	11,300
5	9,800	10,100	10,400	11,000	11,600
6	10,100	10,400	10,700	11,300	11,900
7	10,550	10,850	11,150	11,750	12,350
8	11,050	11,350	11,650	12,250	12,850
9	11,650	11,950	12,250	12,850	13,450
10	12,250	12,550	12,850	13,450	14,050
11	12,850	13,150	13,450	14,050	14,650
12	13,550	13,850	14,150	14,750	15,350
13	14,250	14,550	14,850	15,450	16,050

Non-degree teachers will be paid \$600 less than their appropriate place on the scale for Group A.

Full credit granted for prior teaching and related service.

A maximum of four (4) years credit will be granted for military service.

To encourage post graduate study, teachers enrolled in approved graduate courses will be eligible for tuition grants up to \$150 per year.



Service increments and/or adjustments are not automatic and may be withheld by the Board for inefficiency or other just cause.

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\* Courses presented for qualification must be approved by the Superintendent in advance of registration.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

METUCHEN EDUCATION ASSOCIATION

METUCHEN BOARD OF EDUCATION

By Robert W. Baldwin

By William C. Cummings, Jr.

Date 6-20-73

Date 6-20-73