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THIS BOOK DOES  
NOT CIRCULATE

AGREEMENT

between

RANCOCAS VALLEY REGIONAL HIGH SCHOOL

and

THE TEACHERS ASSOCIATION OF  
RANCOCAS VALLEY REGIONAL HIGH SCHOOL

73-75

Dated July 10, 1973

LAW OFFICES  
POWELL, DAVIS  
& RADCLIFFE  
107 HIGH STREET  
MOUNT HOLLY, N.J.

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## CONTRACT

THIS AGREEMENT, made this 10th day of July, 1973, Between RANCOCAS VALLEY REGIONAL HIGH SCHOOL, a body politic and corporate of the State of New Jersey, with its principal place of business in Mount Holly, County of Burlington and State of New Jersey, party of the first part and, THE TEACHERS ASSOCIATION OF RANCOCAS VALLEY REGIONAL HIGH SCHOOL, a non-profit corporation of the State of New Jersey, also situate in Mount Holly, aforesaid, party of the second part, WITNESSETH:

The parties do hereby enter into this contract pursuant to the provisions of Chapter 303 of the Public Laws of 1968.

### ARTICLE I.

#### RECOGNITION OF UNIT

The Board of Education of Rancocas Valley Regional High School has heretofore recognized and does hereby confirm its recognition of The Teachers Association of Rancocas Valley Regional High School, a non-profit corporation of the State of New Jersey, as the Representative for the purposes of collective negotiation by the following groups of employees of the Rancocas Valley Regional High School:

- 1) Classroom teachers
- 2) Nurses
- 3) Guidance Counsellors
- 4) Librarians
- 5) School Psychologist
- 6) Department Chairman
- 7) Social Worker
- 8) Learning Disabilities Specialist

ARTICLE II.

GRIEVANCE PROCEDURE

The parties hereto agree to resolve grievances affecting the employees of the party of the first part, who are represented for the purposes of collective negotiation by the party of the second part, as follows:

A. DEFINITION A grievance shall mean a complaint by an employee as defined in Article I of this Agreement, that there has been a violation, misinterpretation, or inequitable application of any of the provisions of this Agreement, or established Board Policies, affecting said employee or group of employees. A grievance shall not apply to any matter to which (a) a method of review is prescribed by Law, or any rule or regulation of the New Jersey State Commissioner of Education; (b) a complaint of a non-tenure teacher which arises by reason of his not being re-employed.

B. PROCEDURE Step I. The aggrieved teacher shall submit his grievance to the Principal of Rancocas Valley Regional High School within 30 calendar days of the occurrence in an attempt to resolve the grievance informally at that level.

Step II. The Principal's disposition of the grievance may be appealed to the Superintendent of Rancocas Valley Regional High School. This appeal shall be submitted in written form, shall completely state the grievance, and shall state the Principal's disposition of the grievance. The Principal's disposition of the grievance must be made within 14 calendar days following the submission of the grievance. The Superintendent shall inform the aggrieved teacher, in writing, of the Superintendent's disposition of the grievance within 14 days of the Superintendent's receipt of the appeal.

Step III. The Superintendent's disposition of the grievance may be appealed to the Board of Education of Rancocas Valley Regional High School.

This appeal must be submitted within 14 calendar days of the teacher's receipt of the Superintendent's written disposition of the grievance. The appeal shall be submitted with all pertinent data, in writing to the President of the Rancocas Valley Regional High School Board of Education. The Board of Education shall meet with the aggrieved teacher within 14

calendar days of the Board President's receipt of the aggrieved teacher's appeal.

The President of the Board of Education shall notify the aggrieved teacher, in writing, of the Board of Education's disposition of the grievance within 14 calendar days after the hearing of the aggrieved teacher's appeal.

The Teachers Association of Rancocas Valley Regional High School may provide two representatives for the aggrieved employee as defined in this contract for the procedure set forth in Step II and Step III of this Agreement. The time limits stated in Steps II and III may be extended when necessary and when mutually agreed upon by the parties to this Agreement. A request for such an extension shall be made in writing addressed to the President of the Teachers Association of Rancocas Valley Regional High School and to the Superintendent of Rancocas Valley Regional High School.

It is further agreed between the parties to extend invitation for presentation of binding arbitration by the authorities in the field.

ARTICLE III.

SALARY SCHEDULE

1. It is further agreed between the parties hereto that the Salary Schedule annexed hereto and made a part hereof and marked Exhibit "A-1" is hereby adopted for the School Year 1973-74, for the employees represented for the purposes of collective negotiation by the party of the second part, excepting non-degree Nurses, whose Schedule is annexed as Exhibit "A-2".
2. It is further agreed between the parties hereto that the Salary Schedules above referred to, will increase by 5.5% of the base figures shown in said Schedules, for the year 1974-75 unless prohibited by Law or Presidential Decree.
3. If the cost of living as indicated by the Department of Labor for Delaware Valley has increased in September, 1973, by more than 5.5%, negotiations for the 1974-75 Salary Schedule will be reopened.

ARTICLE IV.

LONGEVITY PROVISIONS

The following policy regarding longevity is hereby adopted and made a part of this Agreement:

A \$500.00 longevity increase will be granted to every teacher who has been (a) under tenure for five years, and (b) at the top step of the Salary Schedule for five years.

An additional \$500.00 longevity will be granted at the beginning of every sixth year thereafter.

ARTICLE V.

ISSUING CONTRACTS

Provided the School Budget has been approved and adopted by the voters, all employees of the party of the first part represented by the party of the second part shall receive no later than April 1st a written contract of employment for the 1974-75 school year, which must be accepted and executed by the employee within fifteen days thereafter.

ARTICLE VI.

HOSPITALIZATION PAYMENTS

The party of the first part agrees to provide for all of its employees a major medical and a basic Health and Accident Insurance Plan and to pay on account of the premium thereof, the sum set forth in Exhibit "B" annexed.

ARTICLE VII.

NOTIFICATION OF DEGREES AND CREDITS

All employees of the party of the first part who anticipate an award of a higher degree or additional credits that will cause a change in his position on the Salary Guide, must notify the Superintendent of the Rancocas Valley Regional High School, in writing, on or before December 1st preceding the award.

ARTICLE VIII.

LEAVE POLICY

Association members will be entitled to the following non accumulative leave of absence with full pay during each School Year (1973-74 and 1974-75):

1. Death in Immediate Family. A maximum of 3 days per year will be allowed for death in the immediate family. Immediate family. Immediate family shall consist of parent, child, spouse, brother, sister, grandchild, spouse's parent, or relative in the employee's home.
2. Serious Illness of Spouse or Child. A maximum of 2 days per year will be allowed for serious illness of spouse or child. Serious Illness is considered to be one requiring hospitalization, and/or major surgery. When possible, request for this leave should be made 24 hours in advance of the date requested.
3. Personal Business. A maximum of 2 days per School Year will be allowed for the transaction of personal business that cannot be conducted at a time other than the school day. Such leave shall except as specifically approved by the Superintendent, not be preceding or succeeding a holiday. An employee, when applying for such leave, shall, except in case of emergency, file a request at least 2 days in advance.
4. Religious Leave. Up to 2 days per School Year will be granted for the observance of Jewish Religious Holidays. The teacher making such request will notify the Superintendent at least 3

days in advance. The teacher will be responsible for the payment of the substitute fee.

5. Personal business days are not accruable from one school year to another.

#### ARTICLE IX.

##### SPECIAL LEAVE OF ABSENCE

Special leave(s) of absence may be requested in writing addressed to the Superintendent of Schools. Such leave may be granted with or without full salary, or with partial salary, and the determination for such leave and reimbursement, if any, shall reside with the Board. Only tenure personnel shall be considered for such leave, and those personnel granted such leave shall contract with the Board for one year following such leave, or reimburse the Board for any financial benefits paid during the term of such leave.

#### ARTICLE X.

##### EXTRA-CURRICULAR ACTIVITIES

It is further agreed between the parties hereto that fees for extra-curricular activities for the year 1973-1974 will be in accordance with Schedule C annexed hereto, which fees will be binding on all parties hereto for a period of five years from the school year 1972-73 to the school year 1977-78.

It is further agreed between the parties hereto that the following procedure will be followed relative to the consideration of new positions to be added:

- A. A Teacher who feels the need to seek consideration for a new position will compile all data to present to the Principal and Superintendent.
- B. The Superintendent will then present this request and information to the Board of Education for study.
- C. The Board of Education and Superintendent will then give said teacher their reply to the request as soon as reasonable time for study has elapsed.

#### ARTICLE XI.

##### SUMMER SCHOOL FEES

It is further agreed between the parties hereto that fees for summer school will be in accordance with Schedule D annexed hereto and made a part hereof.



ARTICLE XII.

INSTRUCTIONAL LIAISON COUNCIL

A committee comprised of one or more members of the Board of Education of Rancocas Valley Regional High School, the Superintendent of said school, or his nominee who shall act as Chairman, three members of the administrative staff chosen by the Superintendent of Schools and three representatives of the Teachers Association of Rancocas Valley Regional High School or their alternates chosen by said Association shall meet on three occasions during the school year in October, January and April respectively. Initiation may be made by either party in writing requesting a date(s) convenient to both parties and such letter of initiation shall suggest agenda items of mutual concern for discussion.

This Committee is advisory in nature. All reports of the Committee shall be forwarded to the Board who may accept, reject or send back a report for further study. In the event a report is rejected or returned, it shall not be resubmitted without substantial modification. It is also understood that any disposition by the Board concerning this matter, by commission or omission, shall not be grievable.

ARTICLE XIII.

DEPARTMENT CHAIRMAN

1. It is further agreed between the parties hereto that fees for Department Chairmen for the 1973-74 school year will be \$500 per department for experienced chairmen and \$400 for new chairmen.
2. It is further agreed between the parties hereto that continued evaluation and study for the purpose of negotiations will be made during the first year of this contract to determine a feasible salary program for Department Chairmen and work load.

ARTICLE XIV.

PARA-PROFESSIONAL ASSISTANCE

1. Rancocas Valley Regional High School agrees to furnish the equipment including an electric typewriter for clerical assistance in the teachers' room and to hire a para-professional to perform such clerical services under the supervision of the Board of Education of Rancocas Valley Regional High School for a full day Monday through Friday inclusive during the school year and to furnish C.O.E. personnel clerical assistance for the same purpose for the remainder of the school day not served by the para-professional hereinbefore referred to.

2. It is further agreed between the parties hereto to add several aides in 1973-1974 for the purpose of corridor supervision or cafeteria supervision.

ARTICLE XV.

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1973, and shall continue in effect until June 30, 1975.

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.

It is understood and agreed that the provisions of this contract have no bearing on any employees of Rancocas Valley Regional High School not in the negotiating unit as defined in Article I herein.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their respective Presidents, attested by their respective Secretaries and have hereunto affixed their respective corporate seals, the day and year first above written.

RANCOCAS VALLEY REGIONAL HIGH SCHOOL,

Attest:

(SEAL) \_\_\_\_\_ by: \_\_\_\_\_  
Secretary President

THE TEACHERS ASSOCIATION OF  
RANCOCAS VALLEY REGIONAL HIGH SCHOOL,

Attest:

(SEAL) \_\_\_\_\_ by: \_\_\_\_\_  
Secretary President

Date: \_\_\_\_\_

Special Consideration - Discussion to be continued in September 1973 concerning Teacher-Administration Liaison.

RANCOCAS VALLEY REGIONAL HIGH SCHOOL  
 Mount Holly, New Jersey

TEACHERS' SALARY GUIDE 1973-74

Step	B. S.	B. S. + 15	Masters Degree (A)	Masters Degree (B)	Masters + 15	Masters + 30	Doctors Degree
1	8253 - 1.00	8501 - 1.03	8748 - 1.06	8913 - 1.08	8996 - 1.09	9243 - 1.120	9904 - 1.20
2	8583 - 1.04	8839 - 1.071	9095 - 1.102	9268 - 1.123	9355 - 1.1335	9615 - 1.165	10300 - 1.248
3	8913 - 1.08	9181 - 1.1125	9450 - 1.145	9623 - 1.166	9718 - 1.1775	9986 - 1.210	10696 - 1.296
4	9243 - 1.12	9520 - 1.1535	9796 - 1.187	9986 - 1.210	10073 - 1.2205	10349 - 1.254	11092 - 1.344
5	9738 - 1.18	10027 - 1.215	10316 - 1.250	10514 - 1.274	10613 - 1.286	10911 - 1.322	11686 - 1.416
6	10233 - 1.24	10539 - 1.277	10844 - 1.314	11051 - 1.339	11154 - 1.3515	11463 - 1.389	12281 - 1.488
7	10729 - 1.30	11051 - 1.339	11373 - 1.378	11587 - 1.404	11695 - 1.417	12016 - 1.456	12875 - 1.560
8	11224 - 1.36	11562 - 1.401	11901 - 1.442	12124 - 1.469	12235 - 1.4825	12569 - 1.523	13469 - 1.632
9	11719 - 1.42	12070 - 1.4625	12421 - 1.505	12660 - 1.534	12772 - 1.5475	13122 - 1.590	14063 - 1.704
10	12214 - 1.48	12582 - 1.5245	12949 - 1.569	13188 - 1.598	13316 - 1.6135	13684 - 1.658	14657 - 1.776
11	12710 - 1.54	13089 - 1.586	13469 - 1.632	13725 - 1.663	13853 - 1.6785	14236 - 1.725	15252 - 1.848
12	13205 - 1.60	13601 - 1.648	13997 - 1.696	14261 - 1.728	14393 - 1.744	14789 - 1.792	15846 - 1.920
13	13700 - 1.66	14113 - 1.710	14525 - 1.760	14798 - 1.793	14934 - 1.8095	15342 - 1.859	16440 - 1.992
14						15895 - 1.926	17034 - 2.064

RANOCAS VALLEY REGIONAL HIGH SCHOOL  
Mount Holly, New Jersey

TEACHERS' SALARY GUIDE 1974-75

Step	B.S.	B.S. + 15	Masters Degree (A)	Masters Degree (B)	Masters + 15	Masters + 30	Doctors Degree
1	8707 - 1.00	8968 - 1.03	9229 - 1.06	9404 - 1.08	9491 - 1.09	9752 - 1.120	10448 - 1.20
2	9055 - 1.04	9325 - 1.071	9595 - 1.102	9778 - 1.123	9869 - 1.1335	10144 - 1.165	10866 - 1.248
3	9404 - 1.08	9687 - 1.1125	9970 - 1.145	10152 - 1.166	10252 - 1.1775	10535 - 1.210	11284 - 1.296
4	9752 - 1.12	10044 - 1.1535	10335 - 1.187	10535 - 1.210	10627 - 1.2205	10919 - 1.254	11702 - 1.344
5	10274 - 1.18	10579 - 1.215	10884 - 1.250	11093 - 1.274	11197 - 1.286	11511 - 1.322	12329 - 1.416
6	10797 - 1.24	11119 - 1.277	11441 - 1.314	11659 - 1.339	11768 - 1.3515	12094 - 1.389	12956 - 1.488
7	11319 - 1.30	11659 - 1.339	11998 - 1.378	12225 - 1.404	12338 - 1.417	12677 - 1.456	13583 - 1.560
8	11842 - 1.36	12199 - 1.401	12555 - 1.442	12791 - 1.469	12908 - 1.4825	13261 - 1.523	14210 - 1.632
9	12364 - 1.42	12734 - 1.4625	13104 - 1.505	13357 - 1.534	13474 - 1.5475	13844 - 1.590	14837 - 1.704
10	12886 - 1.48	13274 - 1.5245	13661 - 1.569	13914 - 1.598	14049 - 1.6135	14436 - 1.658	15464 - 1.776
11	13409 - 1.54	13809 - 1.586	14210 - 1.632	14480 - 1.663	14615 - 1.6785	15020 - 1.725	16091 - 1.848
12	13931 - 1.60	14349 - 1.648	14767 - 1.696	15046 - 1.728	15185 - 1.744	15603 - 1.792	16717 - 1.920
13	14454 - 1.66	14889 - 1.710	15324 - 1.760	15612 - 1.793	15755 - 1.8095	16186 - 1.859	17344 - 1.992
14						16770 - 1.926	17971 - 2.064

EXHIBIT A-2

1973-75

NURSES - NON-DEGREE

<u>STEP</u>	<u>1973-74</u>	<u>SALARY</u>	<u>1974-75</u>
1.....	\$6550		\$6910
2.....	6950		7332
3.....	7350		7754
4.....	7750		8176
5.....	8150		8598
6.....	8550		9020
7.....	8950		9442
8.....	9350		9864
9.....	9750		10,286
10.....	10,150		10,708
11.....	10,550		11,130
12.....	10,950		11,552

The number of years in the school district does not coincide with the placement on the salary guide.

EXHIBIT "B"

1973-75

Major Medical and basic Health and Accident Insurance Premiums to be paid by Rancocas Valley Regional High School.

Single Person	\$200.99
Parent & child or children	369.53
Husband & wife	526.56
Family	549.68
Single (over 65) person	89.49
Parent (over 65) & child or children	256.92
Husband & wife (one over 65)	303.79
Husband & wife (both over 65)	191.18
Family (one parent over 65)	439.51
Family (both parents over 65)	326.90

BOYS ATHLETICS

5 YEAR SCHEDULE -- 1972-73;1973-74;1974-75;1975-76;1976-77

	<u>Min.Fee</u>	<u>Step 1 (1,2)</u>	<u>Step 2 (1,4)</u>	<u>Step 3 (1.6)</u>	<u>Step 4 (1.8)</u>	<u>Step 5 (2.0)</u>
Athletic Director	\$1000	\$1200	\$1400	\$1600	\$1800	\$2000
Athletic Assistant	350	420	490	560	630	700
Equipment Manager	550	660	770	880	990	1100
Football						
Head	950	1140	1330	1520	1710	1900
#1 Class Asst.150	750	900	1050	1200	1350	1500
#2 Class Asst.120	600	720	840	960	1080	1200
Basketball						
Head	900	1080	1260	1440	1620	1800
Asst. 135	675	810	945	1080	1215	1350
Fresh. 120	600	720	840	960	1080	1200
Wrestling						
Head	900	1080	1260	1440	1620	1800
Asst.	675	810	945	1080	1215	1350
Fresh.	600	720	840	960	1080	1200
Baseball						
Head	600	720	840	960	1080	1200
Asst. 90	450	540	630	720	810	900
Fresh. 80	400	480	560	640	720	800

	<u>Min. Fee</u>	<u>Step 1 (1.2)</u>	<u>Step 2 (1.4)</u>	<u>Step 3 (1.6)</u>	<u>Step 4 (1.8)</u>	<u>Step 5 (2.0)</u>
Track						
Head	600	720	840	960	1080	1200
Asst. 90	450	540	630	720	810	900
Fresh. 80 and J.V.	400	480	560	640	720	800
Soccer						
Head	500	600	700	800	900	1000
Asst.	300	360	420	480	540	800
Cross Country						
Head	400	480	560	640	720	800
Fresh.	300	360	420	480	540	600
Winter Track						
Head	300	360	420	480	540	600
Asst.	250	300	350	400	450	500
Golf						
Head	300	360	420	480	540	600
Tennis						
Spring	300	360	420	480	540	600
Fall	200	240	280	320	360	400



GIRLS ATHLETICS

	<u>Min. Fee</u>	<u>Step 1 (1.2)</u>	<u>Step 2 (1.4)</u>	<u>Step 3 (1.6)</u>	<u>Step 4 (1.8)</u>	<u>Step 5 (2.0)</u>
Basketball						
Head	\$400	\$480	\$560	\$640	\$720	\$800
Asst.	300	360	420	480	540	600
Field Hockey						
Head	400	480	560	640	720	800
Asst.	300	360	420	480	540	600
Softball						
Head	400	480	560	640	720	800
Asst.	300	360	420	480	540	600
Gymnastics	400	480	560	640	720	800
La Crosse	400	480	560	640	720	800
Head Track	400	480	560	640	720	800
Asst. Track	300	360	420	480	540	600
Hockey-August (2)	100	120	140	160	180	200
Cheerleading (2)	300	360	420	480	540	600

BAND

	<u>Min. Fee</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Band Director	\$500	\$600	\$700	\$800	\$900	\$1000
One Asst. and One Color Guard Asst. Equipment, Drill and Attendance Supervisor	375	450	525	600	675	750
Stage Band	300	360	420	480	540	600
	100	120	140	160	180	200

OTHERS

Dramatics (2 Plays)	600	720	840	960	1080	1200
Backstage Stagecraft	250	300	350	400	450	500
Director Forensics	300	360	420	480	540	600
Asst. Forensics	\$10 per after school trip	---	\$20 Saturday plus mileage			
Schol Publicity	250	300	350	400	450	500
Yearbook Advisor	400	480	560	640	720	800
Trouble Shooting	300	360	420	480	540	600
Schol Newspaper	300	360	420	480	540	600
Student Council Advisor	300	360	420	480	540	600
Dance Chairman	\$10 per Dance					
Non-Class Dance Fees	\$10 per Chaperone per Dance					
After School Bus Supervisor	\$5 per day per Supervisor					

EXHIBIT "D"

Summer School Fees for the year 1973-74:

	<u>FEE</u>
1 years experience	\$682
2 years experience	\$682
3 years experience	\$735
4 years experience	\$735
5 years experience & over	\$787