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AGREEMENT

1015-1416

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THIS AGREEMENT, entered into this 28th day of February in the year
of One Thousand Nine Hundred and Seventy-five

BETWEEN:

THE BOARD OF EDUCATION OF THE WEST MORRIS REGIONAL HIGH SCHOOL
DISTRICT, IN THE COUNTY OF MORRIS, NEW JERSEY, a body corporate

hereinafter called the Board,

AND

WEST MORRIS REGIONAL EDUCATION ASSOCIATION

hereinafter called the Association,

WITNESSETH:

WHEREAS, the Board and the Association, in accordance with Chapter
303 of Public Laws of 1968, as amended by Chapter 123, Laws of 1974, have
met and negotiated in good faith the terms and conditions of salary of
the teachers in the West Morris Regional High School District for the
school year 1975-76; and

WHEREAS, as a result of the aforesaid negotiations, certain terms
and conditions have been agreed upon.

NOW, THEREFORE, in consideration of the mutual covenants, hereinafter
contained, the parties hereto, for themselves, their successors and
assigns, hereby agree as follows:

ARTICLE I. SALARY PACKAGE FOR THE SCHOOL YEAR 1975-76:

A. The Board and the Association hereby agree to the following
multiple ratio scale for those at the Bachelor's Degree level during
the school year of 1975-76:

<u>Step</u>	<u>Ratio</u>
1	1.00
2	1.04
3	1.08
4	1.13
5	1.18
6	1.23
7	1.28
8	1.33
9	1.39
10	1.45
11	1.51
12	1.57
13	1.63
14	1.69
15	1.75

B. The Board and the Association hereby agree to a starting salary of \$9,800.00 for the 1975-76 school year. To determine the actual salary, multiply the Bachelor's minimum by the ratio on a given step.

(Example - Step 8 Ratio 1.33

x \$9,800.00

Salary \$13,034.00 = Bachelor's Degree level 1975-76.) (See Schedule I -

West Morris Regional High School District Board of Education Policy 4141.)

C. In determining the teacher's salary in any year, the increment, adjustment, or both, for that year may be withheld for inefficiency or other good cause upon the recommendation of the superintendent and a majority vote of all members of the Board of Education.

D. The Board and the Association agree that Differential shall be paid in accordance with Policy 4141.1. (See Schedule II - West Morris Regional High School District Board of Education Policy 4141.1.)

E. All Extra-Surricular and Coaching stipends will be paid in accordance with West Morris Regional High School District Board of Education Policies 4141.4 and 4141.5. (See Schedules III and IV.)

F. All salary paid by the Board of Education - including Bachelor's Graduate, Extra-Curricular, Coaching, etcetera, may be included as the base salary to which each individual teacher receives pension benefits. Option to individual teacher.

G. The Board hereby agrees to continue payment for the duration of this Agreement of 100% single coverage and 100% family coverage for all those individuals in the employ of the Board now participating, and all those who participate during the term of this Agreement, in the complete insurance program consisting of (1) Blue Cross; (2) Blue Shield; (3) Rider J; and Major Medical.

ARTICLE II. GRIEVANCE PROCEDURE:

The Grievance Procedure shall be as set forth in the West Morris Regional High School District Board of Education Policy 2450.

ARTICLE III. SCHEDULES:

The Schedules hereinafter set forth are made a part of this contract.

ARTICLE IV. DURATION:

This agreement shall be terminated on the ~~1st day of July, 1976.~~

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 mentioned.

THE BOARD OF EDUCATION OF
THE WEST MORRIS REGIONAL
HIGH SCHOOL DISTRICT

ATTEST:

By _____
President

Muriel S. Wolfe, Secretary

THE WEST MORRIS REGIONAL
EDUCATION ASSOCIATION

ATTEST:

By _____
President

Secretary

This Grievance Policy shall take effect July 1, 1972 and shall apply to grievances which occur thereafter.

GRIEVANCE PROCEDURE

1. The following grievance procedure shall be operable only following informal discussion of the assumed grievance by the aggrieved party with his immediate superior.

2. A grievance may be processed by an individual concerning the interpretation, application or violation of policies, agreements and administrative decisions affecting him.

3. In the case of a grievance, the aggrieved party shall submit the grievance in writing to his immediate administrative superior. If the grievance is not settled within five (5) working days, the aggrieved party may refer his written grievance to the party next in administrative responsibility. Any aggrieved party shall in the first instance present the grievance to his immediate supervisor and may continue to appeal it through recognized administrative channels: Department Chairman, Principal, Superintendent.

4. At each step a written decision shall be rendered to the aggrieved party within five (5) working days.

5. If after the level of Superintendent, the grievance remains unsolved the Superintendent shall arrange for a meeting with the Board of Education and the Superintendent and the aggrieved party within fourteen (14) calendar days. A full written report shall be submitted to the Board of Education by the aggrieved party and by the Superintendent prior to the hearing. The Board of Education shall render its decision in writing to the aggrieved party within twenty (20) calendar days.

6. If the grievance remains unresolved at the level of Board of Education, either party may within five (5) days request the American Arbitration Association to submit a list of three persons qualified to arbitrate the dispute in question. If the agreement

cannot be made between the parties as to the selection of an arbitrator, the parties shall mutually request within five (5) days the American Arbitration Association to designate the arbitrator. The decision of the arbitrator shall be binding on both parties except where prohibited by law.

7. The aggrieved party may be represented at all stages of the grievance procedure by himself, or, at his option, by himself and a representative or representatives selected or approved by the aggrieved party. When an aggrieved party is not represented by the appropriate majority representative in the processing of a grievance, that representative shall at the time of submission of the grievance have the right to be present and present its position in writing at all meetings with the party held concerning the grievance and shall receive a copy of all rendered decisions.

8. Each party shall bear the total cost incurred by themselves. The fees and expenses of the arbitrator are the only costs which shall be shared by the two parties, and they shall be shared equally.

Policy adopted December 28, 1971.

TEACHERS' SALARY GUIDE 1975-76 = Effective July 1, 1975

<u>RATIO</u>	<u>STEP</u>	<u>SALARY</u>
1.00	1	\$ 9,800
1.04	2	10,192
1.08	3	10,584
1.13	4	11,074
1.18	5	11,564
1.23	6	12,054
1.28	7	12,544
1.33	8	13,034
1.39	9	13,622
1.45	10	14,210
1.51	11	14,798
1.57	12	15,386
1.63	13	15,974
1.69	14	16,562
1.75	15	17,150

PROVISIONS:

1. Salaries of individual teachers will be established in accordance with this guide and the accompanying provisions governing its use.

2. Credit will be allowed for previous experience of entering teachers. The number of years credit shall be determined by the Board of Education and upon the recommendation of the superintendent.

3. The Board of Education will pay full single individual and family insurance coverage for BlueCross/Blue Shield Comprehensive with Rider "J" and Major Medical for all staff members working one-half time or more.

Those not accepting these plans will not be reimbursed the comparable amount in any other manner.

4. In determining the teacher's salary in any year, the increment, adjustment, or both, for that year may be withheld for inefficiency or other good cause upon the recommendation of the superintendent and a majority vote of all members of the Board of Education.

Policy adopted February 28, 1975.

SALARY DIFFERENTIAL - EFFECTIVE 1972-73 SCHOOL YEAR:

To those holding a Bachelor's Degree plus 15 credits, but less than 30 credits.	\$ 500.00
To those holding a Bachelor's Degree plus 30 credits or more but less than 45 credits (and not holding a formal Master's)	1,000.00
To those holding a Bachelor's Degree plus 45 credits or more but less than 60 credits (and not including a formal Master's)	1,500.00
To those holding a Bachelor's Degree plus 60 credits or more but not a formal Master's Degree	2,000.00
To those holding a Master's Degree or a Master's Degree plus less than 15 credits	1,500.00
To those holding a Master's Degree plus 15 credits or more but less than 30 credits	2,000.00
To those holding a Master's Degree plus 30 credits or more but less than 45 credits	2,500.00
To those holding a Master's Degree plus 45 credits or more but less than 60 credits and no formal Doctorate Degree	3,000.00
To those holding a Master's Degree plus 60 credits or more but not a formal Doctorate Degree	3,500.00
To those holding a Doctorate including post-Doctorate credits	4,000.00

1. Up to two credits may be granted toward the appropriate differential for summer travel, or an acceptable educational experience such as employment which directly relates to the subject being taught, provided that the teacher has received prior approval for such travel or other experiences. Further, provided that the teacher upon his return will furnish a written report stating his reasons why this travel, or other experience, has increased his teaching efficiency in his respective teaching field.

2. It is further provided that the granting of a differential above the corresponding Bachelor's Degree levels is, by nature, an award for preparation beyond the normal requirement for a teaching position at West Morris Regional High School District. As such, it is incumbent upon the recipient to demonstrate meritorious performance in teaching. In the event that the principal and superintendent jointly agree that meritorious performance is not being demonstrated, they shall recommend that no more than a \$1,500 differential be granted for the following school year.

In any subsequent year a teacher shall automatically revert to the original differential unless the principal and superintendent once again inform the teacher that meritorious performance is not being demonstrated.

3. The Board of Education will allow teacher credit on the differential guide in subject related or discipline related graduate level courses, upon prior approval of the superintendent, provided that they are taken at an accredited institution of higher learning.

4. Credit may be granted, with prior approval of the superintendent, for subject related or discipline related undergraduate courses.

5. Credits for certification in administration, supervision or curriculum, or such graduate degree programs may be granted by the superintendent, if the courses are shown to be subject or discipline related.

The superintendent may also grant credit at such time that the position of employment is based on that certificate or that degree.

6. Courses already taken and credited would not be affected by this policy.

Policy adopted December 28, 1971

COACHES' SALARY GUIDE - Effective as of the 1974-75 School Year

<u>Position</u>	<u>1st Yr.</u>	<u>2nd Yr.</u>	<u>3rd Yr.</u>	<u>4th Yr.</u>	<u>5th Yr.</u>	<u>6th Yr.</u>
Athletic Director	\$1,325	\$1,445	\$1,565	\$1,685	\$1,805	\$1,925
Head Football	1,175	1,295	1,415	1,535	1,655	1,775
1st Assistant	640	700	760	820	880	940
2nd Assistant	640	700	760	820	880	940
3rd Assistant	640	700	760	820	880	940
4th Assistant	640	700	760	820	880	940
5th Assistant	640	700	760	820	880	940
Head Basketball	1,000	1,080	1,160	1,240	1,320	1,400
1st Assistant	615	675	735	795	855	915
2nd Assistant	615	675	735	795	855	915
Head Baseball	750	830	910	990	1,070	1,150
1st Assistant	555	615	675	735	795	855
2nd Assistant	555	615	675	735	795	855
Head Wrestling	1,000	1,080	1,160	1,240	1,320	1,400
1st Assistant	615	675	735	795	855	915
2nd Assistant	615	675	735	795	855	915
Head Track	750	830	910	990	1,070	1,150
1st Assistant	555	615	675	735	795	855
2nd Assistant	555	615	675	735	795	855
Head Soccer	750	830	910	990	1,070	1,150
1st Assistant	555	615	675	735	795	855
2nd Assistant	555	615	675	735	795	855

<u>Position</u>	<u>1st Yr.</u>	<u>2nd Yr.</u>	<u>3rd Yr.</u>	<u>4th Yr.</u>	<u>5th Yr.</u>	<u>6th Yr.</u>
Head Cross Country	\$ 570	\$ 660	\$ 750	\$ 840	\$ 930	\$1,020
Tennis	425	500	575	650	725	800
Golf	425	500	575	650	725	800
Trainer	600	700	800	900	1,000	1,100

GIRLS' VARSITY SPORTS

Field Hockey	\$ 750	\$ 830	\$ 910	\$ 990	\$1,070	\$1,150
Assistant Hockey	555	615	675	735	795	855
Basketball	750	830	910	990	1,070	1,150
Assistant Basketball	555	615	675	735	795	855
Track	750	830	910	990	1,070	1,150
Assistant Track	555	615	675	735	795	855
Softball	600	680	760	840	920	1,000
Assistant Softball	405	465	525	585	645	705

Coaches' Salary Guide

An Assistant Coach who has been promoted to Head Coach will, during his first year as a coach, receive a salary at least equal to the salary he would have received had he remained an assistant.

Policy adopted January 22, 1974

EXTRA-CURRICULAR SALARY GUIDE - Effective as of the 1974-75 School Year

<u>Position</u>	<u>1st Yr.</u>	<u>2nd Yr.</u>	<u>3rd Yr.</u>	<u>4th Yr.</u>	<u>5th Yr.</u>
Dramatics	\$700	\$760	\$820	\$880	\$940
Stage Craft	160	195	230	270	300
Stage Lighting	170	230	290	350	410
Music - Instrumental	400	460	520	580	640
Instrumental	310	360	410	460	510
Choral	375	425	475	525	575
Yearbook	700	775	850	925	1,000
Newspaper	400	450	500	550	600
Forensics	300	325	375	425	475
Radio	250	275	300	325	350
Twirlers Coach	325	350	375	400	425
Booster Club Advisor	200	225	250	275	300
Cheerleaders Coach	400	425	450	475	500
Cheerleaders Asst.	225	250	275	300	325
Drill Team (Color Guard)	125	150	175	200	225
Girls Intramurals (Modern Dance)	300	350	400	450	500
Girls Intramurals	325	350	375	400	425
Student Sales Advisor	325	375	425	475	525
A/V Coordinator	325	375	425	475	525

<u>Position</u>	<u>1st Yr.</u>	<u>2nd Yr.</u>	<u>3rd Yr.</u>	<u>4th Yr.</u>	<u>5th Yr.</u>
Sounds, Lighting, Assemblies Coordinator	\$350	\$425	\$500	\$575	\$650
Film Festival Advisor	200	250	300	350	425
Student Council Advisor	250	300	350	400	450
AFS Club Advisor	125	150	175	200	225
Chess Club	125	150	175	200	225

CLASS ADVISORS

9th Grade	\$175
9th Grade Asst.	125
10th Grade	200
10th Grade Asst.	150
11th Grade	225
11th Grade Asst.	175
12th Grade	250
12th Grade Asst.	200

Policy Adopted January 22, 1974