

4-2014
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A G R E E M E N T
between
WEST ORANGE BOARD OF EDUCATION
and
WEST ORANGE ASSOCIATION
of
EDUCATIONAL SECRETARIES
Covering Period
1973 - 1975

Changes From 1972 - 73 Agreement

1. ARTICLE I - Recognition

A. This Agreement made this tenth day of December, 1973, between the Board of Education of the Town of West Orange in the County of Essex, hereinafter called the "Board" and the West Orange Association of Educational Secretaries, hereinafter called the "Association."

2. ARTICLE XII - Insurance Protection

The Board shall provide insurance protection of Blue Cross/Blue Shield, Rider J (effective January 1, 1974), and Major Medical as presently established.

3. ARTICLE XIV - Miscellaneous

B. This Agreement shall expire at midnight on June 30, 1975.

4. SCHEDULE A - Salary Guide for Secretaries (effective July 1, 1974)

5. 1973-74 School Calendar

6. Central Office Personnel Holiday Calendar - 1973-74

WEST ORANGE PUBLIC SCHOOLS
 22 Municipal Plaza
 West Orange, New Jersey

SALARY GUIDE FOR SECRETARIES
 (Effective July 1, 1974)

STEP*	<u>TEN MONTH CONTRACT</u>		<u>TWELVE MONTH CONTRACT</u>	
	I (5/6's of Column II)	II (Base)	III (1.05 of Colu II)	
1	4531	5440	5712	
2	4748	5700	5985	
3	4964	5960	6258	
4	5181	6220	6531	
5	5398	6480	6804	
6	5615	6740	7077	
7	5856	7030	7381	
8	6098	7320	7686	
9	6339	7610	7990	
10	6581	7900	8295	
11	6822	8190	8599	
12	7064	8480	8904	
13	7322	8790	9230	
14	7580	9100	9555	

- I. Secretaries in Elementary Schools; Secretaries in High School Libraries
- II. Secretaries in Junior and Senior High Schools; Switchboard Operators
- III. Administrative Office Secretaries; Key Punch-Tabulator Operator

*Step placement does not indicate years of service.

Effective July 1, 1974 each secretary will be paid in accordance with this guide at a step placement which is two (2) steps higher than their placement on the 1972-73 guide. Effective July 1, 1973 each secretary will be paid at a salary rate halfway between their 1972-73 salary rate and their salary rate under this 1974-75 guide.

October 22, 1973