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THIS BOOK DOES
NOT CIRCULATE

THIS AGREEMENT, entered into this 14th day of January, 1969, by and between the BOARD OF EDUCATION OF THE VOCATIONAL HIGH SCHOOL OF SUSSEX COUNTY, hereinafter called the "Board", and SUSSEX COUNTY VOCATIONAL-TECHNICAL TEACHERS EDUCATION ASSOCIATION, hereinafter called the "Association."

WITNESSETH, That WHEREAS, a majority of the teachers of the Sussex County Vocational and Technical School have designated the Association, by Ralph G. Babcock and Sereno B. Walborn, as their representatives for the purposes of collective negotiations by a majority of the said teachers and have designated said teachers as the unit appropriate for such purposes pursuant to N.J.S. 34:13 A-5.3, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement, pursuant to Chapter 303 Public Laws of 1968;

IT IS HEREBY MUTUALLY AGREED AS FOLLOWS:

1. The Board hereby recognizes the Association as the exclusive and sole representative of the teachers of the Sussex County Vocational and Technical School for collective negotiations concerning the terms and conditions of employment of said teachers.

2. The following procedure has been established to enable teachers to follow an orderly sequence in seeking equitable solutions to the problems which may from time to time arise affecting the terms and conditions of employment of said teachers:

A. Complaints must be submitted in writing to the employee's

immediate superior as designated by the organization Director/Superintendent.

B. If the complaint is not settled satisfactorily by the employee's immediate superior, the employee may request that the complaint be referred to the Director/Superintendent. A written report from the immediate superior shall be submitted with the appeal of the employee.

C. If the Employee is not satisfied with the action taken by the Director/Superintendent, an appointment for discussion with the Board of Education may be arranged by the Director/Superintendent.

D. The Board of Education will receive a representative of an organization acting for an individual or group of employees only after the procedure outlined above has been followed.

E. Representatives of organizations acting for employees shall present to the Board of Education, satisfactory written evidence of their authority.

F. In the event said Grievance Procedure does not result in a satisfactory solution of the problem, the parties hereby agree to resort to mediation as provided and required in Chapter 303 of the Law of 1968.

3. The salary of all teachers covered by this agreement are set forth in the salary guide as follows:

TEACHERS SALARY GUIDE - 10 Months

<u>12 Steps</u>	<u>Schedule A</u>	<u>Schedule B</u>	<u>Schedule C</u>
1.	6,200	6,500	6,800
2.	6,510	6,825	7,140
3.	6,836	7,166	7,497
4.	7,178	7,524	7,871
5.	7,537	7,900	8,265
6.	7,914	8,295	8,678
7.	8,310	8,710	9,112

8.	8,726	9,146	9,568
9.	9,162	9,603	10,046
10.	9,620	10,083	10,548
11.	10,101	10,587	11,075
12.	10,606	11,116	11,629

Increments shall be 5% of the previous year's salary.

Increments of 1% of the previous year's salary are allowed for every six (6) credits earned toward a Master's Degree, and for every 26 credits earned toward a Bachelor's Degree. Individuals must notify the Director of the number of credits they expect to complete by December 1 of each year. Verification of credits earned shall be forwarded to the Director before salary will be paid.

Family Plan Blue Cross-Blue Shield with Rider J attachment will be paid by the Board of Education.

<u>Steps</u>	<u>10 MONTH</u>	
	<u>M.A. + 30</u>	<u>Doctorate or M.A. + 60</u>
1.	7,100	7,400
2.	7,455	7,770
3.	7,828	8,159
4.	8,219	8,567
5.	8,630	8,995
6.	9,062	9,445
7.	9,515	9,917
8.	9,991	10,413
9.	10,491	10,934
10.	11,016	11,481
11.	11,567	12,055
12.	12,145	12,658

<u>12 Steps</u>	<u>11 MONTH</u>		
	<u>Schedule A</u>	<u>Schedule B</u>	<u>Schedule C</u>
1.	6,727	7,027	7,327
2.	7,063	7,378	7,693
3.	7,416	7,747	8,078
4.	7,787	8,134	8,482
5.	8,176	8,541	8,906