

AGREEMENT
 BETWEEN
 NORTHERN VALLEY REGIONAL HIGH SCHOOL
 EDUCATION ASSOCIATION
 AND
 NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT
 BOARD OF EDUCATION

*teachers
 custodians
 Secretaries*

May 15, 1978

This Agreement between the Northern Valley Regional High School District Board of Education and the Northern Valley Regional High School Education Association dated September 20, 1977 for the period July 1, 1976 through June 30, 1978 is to be extended for the period July 1, 1978 through June 30, 1979 except as specifically referenced by the following:

Page 5 - Article II - Negotiation Procedure

Delete paragraph E
 Change paragraph C to read as follows:

"Neither party of any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power to consider proposals and make counter proposals in the course of negotiations. Final acceptance of the proposed contract is subject to majority approval of the voting membership of both parties."

Article VI - Salaries

Change paragraph 1 to read as follows:

" 1. The parties to this Agreement agree to be bound to schedule of salaries annexed hereto and designated as Appendix B-1b, B-2b, B-3b, B-4b, B-5b, B-6b. The listing of salaries in Appendix B, which pertain to employees other than those within the bargaining unit designated by Article I (A) shall not be construed as a recognition by the Board that any employee, other than those designated in Article I (A), are properly members of the unit recognized herein, and shall not be construed to expand that unit recognized by Article I (A).

Article VII - Insurance Protection

Add paragraph 3:

" 3. The Board shall provide \$22,000. toward a Dental Insurance Program for a 12 month period for all employees of this District, said plan to be mutually acceptable to the Board and Association.

Article IX - Extended Leaves of Absence

Paragraph 2 - Sabbatical Leave

Change - "Will be held in obedience for 1977-78"
 to read " Will be held in obedience for 1978-79"

Article XIV - Tuition Aid Program

Change paragraph 4c to read as follows:

"Tuition reimbursement will not exceed \$250.00 per individual for the 1978-79 school year."

Change paragraph 8 to indicate that the amount is not to exceed \$10,000.00 for the school year 1978-79.

Article XV - Supplemental Compensation Plan

Paragraph A.2 - Change: June 1, 1977 to June 1, 1978

Paragraph B - Change: All references of dates in 1977 to 1978; change all references of dates 1977-78 and 1976-77 to 1978-79 and 1977-78 respectively.

Paragraph C - Change: All references of dates 1978 and 1979 to 1979 and 1980 respectively.

Article XVII - Duration

Change to read: " The provisions of this Agreement will be effective, as of July 1, 1978 and will continue and remain in force and effect through June 30, 1979."

Appendix A - Grievance Policy

Delete paragraph 8 - page 20.

Operations and Maintenance Conditions of Employment (page 37)

Paragraph C-2 - Vacations:

Change to read: "Three weeks vacation after five years."

Paragraph E - Uniform Cleaning Allowance:

Change: \$50.00 to \$75.00.

Add Paragraph F - Schedule for Saturday Duty:

Schedule for Operations-Maintenance employees when assigned to four hour Saturday duty shall be adjusted to a four hour schedule on the preceding Friday.

Add: Clerical and Secretarial Conditions of Employment:

A. Vacations

Vacation time is earned from July 1 of each year and granted as follows:

1. Two weeks after 1 year of service.
2. Three weeks after 5 years of service.
3. Four weeks after 12 years of service.

In witness whereof the parties have executed this Agreement this

21st day of August 1978.

Northern Valley Regional
High School District
Board of Education

Northern Valley Regional
High School
Education Association

by *Marcia Smith*
President

by *Herbert J. Oresman*
President

by *J. C. Hartwig*
Secretary

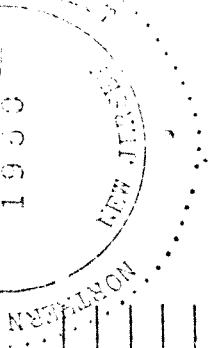
by *Jane M. Pagan*
Secretary

TEACHERS' SALARY GUIDE 1978-79

Step	Non Degree	Scale I Bachelors	Scale II B + 15	Scale III Masters	Scale IV M + 15	Scale V M + 30	Scale Va M + 45
1.	\$ 9,649	\$ 12,419	\$ 12,792	\$ 13,785	\$ 14,406	\$ 15,027	\$ 15,648
2.	10,020	13,040	13,413	14,530	15,151	15,772	16,393
3.	10,393	13,661	14,033	15,337	15,958	16,579	17,200
4.	10,764	14,282	14,654	16,145	16,766	17,387	18,008
5.	11,134	14,903	15,275	16,952	17,573	18,194	18,815
6.	11,506	15,524	15,896	17,759	18,380	19,001	19,622
7.	11,877	16,145	16,517	18,566	19,187	19,808	20,429
8.	12,248	16,766	17,138	19,374	19,995	20,616	21,236
9.	12,620	17,387	17,759	20,181	20,802	21,423	22,044
10.	12,990	18,008	18,380	20,988	21,609	22,230	22,851
11.	13,361	18,629	19,001	21,795	22,416	23,037	23,658
12.		19,249	19,622	22,603	23,224	23,844	24,465
13.				23,410	24,031	24,652	25,273
14.				24,217	24,838	25,459	26,080

Official Approved
June 19, 1978

SEAL
1978



- Experience credit for military service will be awarded for each full year (12 months) of military service up to a maximum of four (4) years, e.g., one (1) full year of military service equals one (1) experience step on salary guide.
- Experienced teachers, new to the district, will be hired in at a negotiated salary determined by the Superintendent and ratified by the Board of Education, but never beyond Step 6, Scale III. In all cases they will be placed on their appropriate educational scale. If the total experience is ten or more years (military included), experience credit will be granted up to a maximum of Step 6, but no less than Step 4 at their appropriate educational scale.
- Increment and adjustments shall be granted only upon the recommendation of the Superintendent of Schools and the approval of the Board of Education.
- There will be a long service increment of \$300 to any Teacher employed prior to the 1973-74 school year who has completed three years of continuous service in the Northern Valley Regional High School District by the beginning of the school year. There will be an additional long-service increment of \$300.00 to any teacher who has completed ten (10) years of continuous service in the Northern Valley Regional High School District by the beginning of the school year.
- To advance to Scales IV, V and Va, credits must be earned after the Master's Degree has been conferred. Exception: For four (4) years, until October, 1980, previously acquired graduate credits not directed toward a Master's Degree, can be used for advancement to Scale IV after a year on Scale III.
- Teacher holding Doctorate Degree will be paid \$600.00 more than the commensurate step on Scale Va (M+45).

*Based on 1.00-2.10 "Ration Teachers' Salary Guide" 1976-77 as revised 8/83

BOARD OF EDUCATION
NORTHERN VALLEY-REGIONAL-HIGH SCHOOL DISTRICT
CLOSTER PLAZA, CLOSTER, NEW JERSEY 07624

August 21, 1978

SPECIAL ASSIGNMENTS SALARY GUIDE - 1978-79
(CURRICULAR)

CURRICULAR

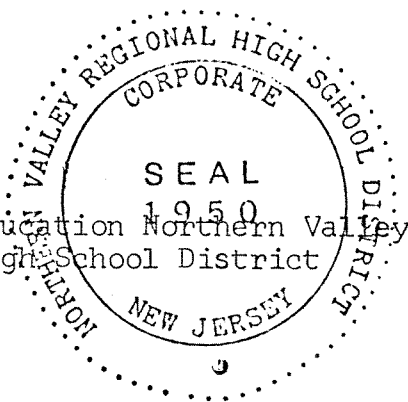
Subject Supervisor
and Department Chairman

GROUP	TEACHERS SUPERVISED	YR. OF EMPLOYMENT	GROUPS			
			A	B	C	D
A	1-4	1	\$ 900	\$1125	\$1250	\$1350
B	5-9	2	1050	1275	1400	1475
C	10-15	3	1200	1425	1525	1625
D	16 or more	4	1400	1625	1750	1900

OFFICIAL

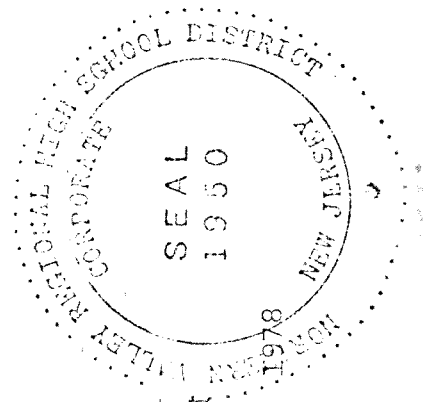
Approved:
8/21/78

Board of Education Northern Valley
Regional High School District



BASED ON 1.00 - 2.10 "RATIO TEACHERS' SALARY GUIDE 1978-79 "ADDENDA A"

Step	Non Degree	Scale I Bachelors	Scale II B+15	Scale III Masters	Scale IV M+15	Scale V M+30	Scale Va M+45
1.		1.000	1.030	1.110	1.160	1.210	1.260
2.		1.050	1.080	1.170	1.220	1.270	1.320
3.		1.100	1.130	1.235	1.285	1.335	1.385
4.		1.150	1.180	1.300	1.350	1.400	1.450
5.		1.200	1.230	1.365	1.415	1.465	1.515
6.		1.250	1.280	1.430	1.480	1.530	1.580
7.		1.300	1.330	1.495	1.545	1.595	1.645
8.		1.350	1.380	1.560	1.610	1.660	1.710
9.		1.400	1.430	1.625	1.675	1.725	1.775
10.		1.450	1.480	1.690	1.740	1.790	1.840
11.		1.500	1.530	1.755	1.805	1.855	1.905
12.		1.550	1.580	1.820	1.870	1.920	1.970
13.				1.885	1.935	1.985	2.035
14.				1.950	2.000	2.050	2.100



Board of Education
Northern Valley Regional High School Dist

Official
Approved
June 19, 1978

BOARD OF EDUCATION
 NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT
 CLOSTER PLAZA, CLOSTER, NEW JERSEY 07624

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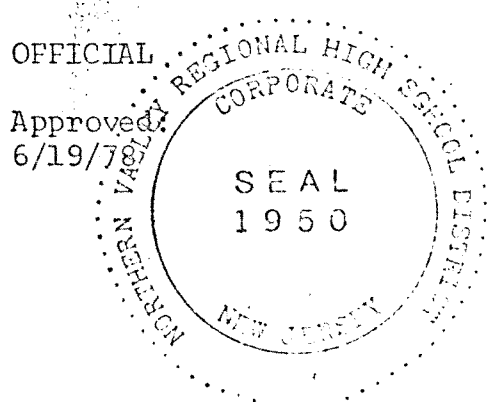
June 19, 1978

SPECIAL ASSIGNMENTS SALARY GUIDE - 1978-79

	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>4 STEPS OF</u>
Director of Athletics	\$1,694.	\$2,202.	\$ 127.
Trainer	1,287.	1,695.	102.

<u>HEAD COACHES</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>4 STEPS OF</u>	<u>ASSISTANT COACHES</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>4 STEPS OF</u>
Football	\$1,440.	\$1,948.	\$127.	Football	\$ 881.	\$1,189.	\$ 77.
Basketball	1,287.	1,695.	102.	Basketball	868.	1,124.	64.
Baseball/ Softball	1,160.	1,568.	102.	Baseball/ Softball	868.	1,124.	64.
Wrestling	1,160.	1,568.	102.	Wrestling	868.	1,124.	64.
Soccer	1,160.	1,568.	102.	Soccer	868.	1,124.	64.
Track	1,160.	1,568.	102.	Track	868.	1,124.	64.
Fld. Hockey	868.	1,124.	64.	Fld. Hockey	487.	743.	64.
Tennis	995.	1,251.	64.	Tennis	487.	743.	64.
Volleyball	760.	1,016.	64.	Volleyball	487.	743.	64.
Gymnastics	760.	1,016.	64.	Gymnastics	487.	743.	64.
Cross Country	760.	1,016.	64.				
Fencing	760.	1,016.	64.				
Golf	760.	1,016.	64.				
Indoor Track	760.	1,016.	64.				
Bowling	760.	1,016.	64.				

1. All personnel to be placed on guide according to years of experience in the position in the Northern Valley Regional High School District.
2. Increments to be granted only on approval of the Superintendent of Schools.



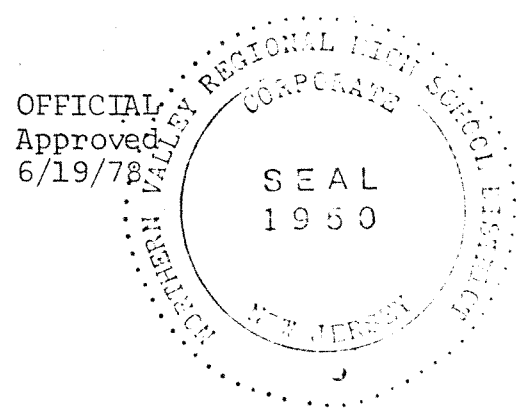
BOARD OF EDUCATION
NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT
CLOSTER PLAZA, CLOSTER, NEW JERSEY 07624

June 19, 1978

SUPPLEMENTAL TEACHERS' SALARY GUIDE
1978 - 79

<u>Step</u>	<u>Scale IIa</u> <u>B. + 32</u>	<u>Ratio</u>
1	\$13,164.00	1.060
2	13,785.00	1.110
3	14,406.00	1.160
4	15,027.00	1.210
5	15,648.00	1.260
6	16,269.00	1.310
7	16,890.00	1.360
8	17,511.00	1.410
9	18,132.00	1.460
10	18,753.00	1.510
11	19,374.00	1.560
12	19,995.00	1.610

1. Only for those employees who in 1972 were under contract at a salary designation in Scale II and IIa.



BOARD OF EDUCATION
 NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT
 CLOSTER PLAZA, CLOSTER, NEW JERSEY 07624
 TELEPHONE: 768-2200

June 19, 1978

SPECIAL ASSIGNMENT SALARY GUIDE - 1978-79
 (COORDINATORS)

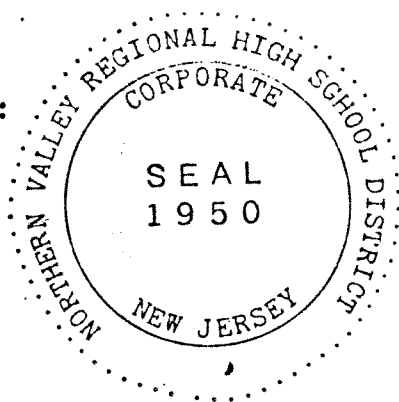
COORDINATORS

Distributive Education	\$700*
Industrial Arts Cooperative Education Program	700*
Clerical-Secretary Work Experience Program	700*
Special Education Class Teacher	700*

*To be included in Teaching Contract or salary designation.
 Only for those employees who were under contract in these
 positions in the 1972-73 School Year.

OFFICIAL

Approved:
 6/19/78



BOARD OF EDUCATION
NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT
CLOSTER PLAZA, CLOSTER, NEW JERSEY 07624

Revised
July 17, 1978

OPERATIONS & MAINTENANCE SALARY GUIDE
1978 - 79

<u>Year of Employment</u>	<u>Janitor</u>	<u>Janitor Maintenance</u>	<u>Maintenance</u>	<u>Matron*</u>
1	\$ 10,042.00	\$ 10,329.00	\$ 10,621.00	\$ 8,368.00
2	10,526.00	10,860.00	11,203.00	8,771.00
3	11,010.00	11,391.00	11,785.00	9,174.00
4	11,494.00	11,922.00	12,367.00	9,577.00
5	11,978.00	12,453.00	12,949.00	9,980.00
6	12,462.00	12,984.00	13,531.00	10,383.00
7	12,946.00	13,515.00	14,113.00	10,786.00
8	13,430.00	14,046.00	14,695.00	11,189.00
9	13,914.00	14,577.00	15,277.00	11,592.00

INCREMENTS

\$484 \$531 \$582 \$403

*This is a ten month contract.

1. Credit for experience may be granted not to exceed three (3) years upon the recommendation of the Superintendent.
2. Full step credit will be given if employed before November 1. Half step credit if employed prior to March 1. No credit if employed March 1 or after.
3. There will be additional long service increments of \$150 each to any employee who has completed 3 and 10 continuous years of service in the Northern Valley Regional High School District by the beginning of the contract school year (July 1/September 1).

OFFICIAL:
Approved
7/17/78



BOARD OF EDUCATION
NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT
CLOSTER PLAZA, CLOSTER, NEW JERSEY 07624

June 19, 1978

SECRETARIAL - CLERICAL SALARY - 1978-79

Year of Employ- ment	<u>E</u>			
	<u>A</u>	<u>B</u>	<u>D</u>	<u>E</u>
	<u>School Treas. & Clerical</u>	<u>Associate Secretary</u>	<u>Asst. Book- keeper and Secretaries</u>	<u>Head Bookkeeper</u>
1.	\$ 7,821.00	\$ 8,016.00	\$ 8,215.00	\$ 8,405.00
2.	8,262.00	8,507.00	8,762.00	9,068.00
3.	8,703.00	8,998.00	9,309.00	9,731.00
4.	9,144.00	9,489.00	9,856.00	10,394.00
5.	9,585.00	9,980.00	10,403.00	11,057.00
6.	10,170.00	10,626.00	11,108.00	11,800.00
7.	10,755.00	11,272.00	11,813.00	12,543.00
8.	11,340.00	11,918.00	12,518.00	13,286.00

\$441

\$491

\$547

\$585

\$646

\$705

\$663

\$743

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