

4-0196

THIS DOES NOT  
CIRCULATE

14-77

LIBRARY  
Institute of Man...

1980-1982

JAN 13 1980

A G R E E M E N T

RUTGERS UNIVERSITY

THIS AGREEMENT, entered into this **NOV 20 1979**

year of One Thousand Nine Hundred and Seventy-nine

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 years 1980-81 and 1981-82; 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 1. SALARY PACKAGE FOR THE SCHOOL YEARS 1980-81 and 1981-82:

A. The board and the Association hereby agree to the following scale for those at the Bachelor's Degree level during the school years 1980-81 and 1981-82:

<u>Step</u>	<u>1980-81</u>	<u>1981-82</u>
1	\$11,500	\$12,100
2	11,960	12,584
3	12,420	13,068
4	12,995	13,673
5	13,570	14,278
6	14,145	14,883
7	14,720	15,488
8	15,295	16,093
9	15,985	16,819
10	16,675	17,545
11	17,365	18,271
12	18,055	18,997
13	18,745	19,723
14	19,435	20,449
15	20,125	21,175

B. LONGEVITY

1980-81

(1) \$350 will be added to the 15th step on the guide for all persons who have completed fifteen (or more) years of experience. (Example - Teachers at the Bachelor's Degree level with more than 15 years of experience will receive \$20,125, plus \$350 or \$20,475.

1981-82

(2) The longevity stipend will be paid as follows:

Years 16 through 19	\$ 500
Years 20 through 24	1000
Years 25 and above	2000

(Example - Teachers on years 16 through 19 holding a Bachelor's Degree will receive as base pay \$21,175 and a stipend for longevity of \$500. Therefore, the total salary will be \$21,675. Teachers on years 20 through 24 with a Bachelor's Degree will receive \$21,175 plus a \$1,000 longevity stipend for a total of \$22,175. Teachers on the 25th year or above will receive \$21,175 and a \$2,000 longevity stipend for a total of \$23,175.)

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(Revised). (See Schedule 11 - West Morris Regional High School District Board of Education Policy 4141.1(R).

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

F. All salary paid by the Board of Education - including Bachelor's Graduate, Extracurricular, 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 750 Series Blue Cross/Blue Shield Program with Rider "J" and Connecticut General Major Medical.

The Board of Education agrees that it will cooperate with the Association in considering enrollment in the 1420 Series Blue Cross/Blue Shield Program. It is also understood that should such a transfer of coverage take place, the Board will not be liable for payment beyond the cost of its 750 Series for 1979-80, plus \$10,000 for 1980-81 and \$10,600 for 1981-82. Additional costs would be borne by the Association. The Association will notify the Board no later than March 1, 1980 should it choose to transfer to the 1420 Plan.

H. The Board of Education will continue an employee/dependent Dental Health Insurance Plan for all staff members at a cost of \$26,000 through the school year 1984-85. If the rates increase beyond the level of the Board's financial participation, the teachers may contribute such monies, as needed.

I. During the preparation periods or departmental duty periods, teachers may be requested to cover classes for other staff members. After having covered a total of three periods in any school year, each teacher shall be paid five dollars (\$5.00) for each subsequent class covered.

J. The President of the West Morris Regional Education Association shall have one period of release time per day in lieu of an administratively assigned school duty period.

#### ARTICLE II. GRIEVANCE PROCEDURE

The Grievance Procedure shall be 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 (Policy Nos. 4141.(R), 4141.1(R), 4141.4(R), 4141.5(R), 2450.)

ARTICLE IV. DURATION

This Agreement shall be terminated on the 1st day of July, 1982.

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 EDUCATIO OF  
THE WEST MORRIS REGIONAL  
HIGH SCHOOL DISTRICT

BY

Robert B. Lewis  
President

ATTEST:

Muriel S. Wolfe  
Muriel S. Wolfe, Secretary

THE WEST MORRIS REGIONAL  
EDUCATION ASSOCIATION

BY

Fanny H. Smith  
President

Elizabeth J. Garsley  
Secretary

BACHELORS GUIDE 1980-81 and 1981-82 - Effective July 1, 1980A. Base Salary:

<u>STEP</u>	<u>1980-81 SALARY</u>	<u>1981-82 SALARY</u>
1	\$11,500	\$12,100
2	11,960	12,584
3	12,420	13,068
4	12,995	13,673
5	13,570	14,278
6	14,145	14,883
7	14,720	15,488
8	15,295	16,093
9	15,985	16,819
10	16,675	17,545
11	17,365	18,271
12	18,055	18,997
13	18,745	19,723
14	19,435	20,449
15	20,125	21,175

B. Longevity:

1980-81 - \$350.00 will be added to the 15th step of the guide for all persons with fifteen (15) (or more) years of experience.

1981-82 - Year 16 - 19 \$ 500  
 Year 20 - 24 1000  
 Year 25 + 2000

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 credits 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 750 Series Blue Cross/Blue Shield Program with Rider "J" and Connecticut General 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.

5. The Board of Education will continue an employee/dependent Dental Health Insurance Plan for all staff members at a cost of \$26,000 through the school year 1984-85. If the rates increase beyond the level of the Board's financial participation, the teachers may contribute such monies, as needed.

GRADUATE DIFFERENTIAL - Effective 1980-81 School Year:

STEP	BACHELOR'S		MASTER'S	MASTER'S DEGREE			
	+ 15	+ 30		+ 15	+ 30	+ 45	+ 60
1	500	1000	1700	2200	2700	3200	3700
2	520	1040	1768	2288	2808	3328	3848
3	540	1080	1836	2376	2916	3456	3996
4	560	1120	1904	2464	3024	3584	4144
5	580	1160	1972	2552	3132	3712	4292
6	600	1200	2040	2640	3240	3840	4440
7	620	1240	2108	2728	3348	3968	4588
8	640	1280	2176	2816	3456	4096	4736
9	660	1320	2244	2904	3564	4224	4884
10	680	1360	2312	2992	3672	4352	5032
11	700	1400	2380	3080	3780	4480	5180
12	720	1440	2448	3168	3888	4608	5328
13	740	1480	2516	3256	3996	4736	5476
14	760	1520	2584	3344	4104	4864	5624
15	780	1560	2652	3432	4212	4992	5772

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 level 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 additional remuneration 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. Approval of credits for graduate degree programs or certification in administration, supervision or curriculum may be granted by the superintendent, if the courses are shown to be subject or discipline related.

Upon evaluation of transcripts, the superintendent may also approve credits at the time of employment based on graduate degrees or credits shown to be related to the discipline assignment.

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



## COACHES' SALARY GUIDE - 1980 - 81 School Year

<u>POSITION</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>10 Year</u>
Head Football	\$1,175	\$1,325	\$1,475	\$1,675	\$1,925	\$2,175	\$2,550
Assistants	675	775	875	975	1,175	1,375	1,675
Head: Wrestling Boys' Basketball Girls' Basketball	975	1,075	1,125	1,375	1,575	1,775	2,075
Assistants	575	675	775	875	1,075	1,275	1,575
Head: Baseball Field Hockey Gymnastics Lacrosse Soccer Softball Track, Girls', Boys'	775	875	975	1,175	1,375	1,575	1,875
Assistants	525	625	725	825	925	1,125	1,350
Head Cross Country Boys' and Girls'	575	675	775	875	1,025	1,225	1,450
Head Golf and Tennis	425	500	575	650	800	900	1,100

Coaches' Salary Guide

When an assistant coach becomes a head coach in the same sport, the individual will be placed on the step of the Head Coach Salary Guide which is at least equal in stipend to what the individual would have received as an assistant.

The superintendent is authorized to make substitutions in the number of coaches used per sport when the need for additional or fewer personnel is evident based upon number of students participating. Any such changes must be done within the total number of established assistant positions and monies budgeted.

## COACHES' SALARY GUIDE - 1981-82 School Year

<u>POSITION</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>10 year</u>
Head Football	\$1,234	\$1,391	\$1,549	\$1,759	\$2,021	\$2,284	\$2,678
Assistants	709	814	919	1,024	1,234	1,444	1,759
Head: Wrestling Boys' Basketball Girls Basketball	1,024	1,129	1,181	1,444	1,654	1,864	2,179
Assistants	604	709	814	919	1,129	1,339	1,654
Head: Baseball Field Hockey Gymnastics Lacrosse Soccer Softball Track, Girls', Boys'	814	919	1,024	1,234	1,444	1,654	1,969
Assistants	551	656	761	866	971	1,181	1,418
Head Cross Country Boys' and Girls'	604	709	814	919	1,076	1,286	1,523
Head Golf and Tennis	446	525	604	683	840	945	1,155

Coaches' Salary Guide

When an assistant coach becomes a head coach in the same sport, the individual will be placed on the step of the Head Coach Salary Guide which is at least equal in stipend to what the individual would have received as an assistant.

The superintendent is authorized to make substitutions in the number of coaches used per sport when the need for additional or fewer personnel is evident based upon the number of students participating. Any such changes must be done within the total number of established assistant positions and monies budgeted.

Policy adopted November 20, 1979

## EXTRA-CURRICULAR SALARY GUIDE - 1980 -1981 School Year

<u>POSITION</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>10 Year</u>
Marching Band	\$750	\$850	\$950	\$1,050	\$1,150	\$1,350	\$1,650
Twirlers	300	325	350	375	400	450	525
Drill Team (Colorguard/Rifle)	175	200	225	250	275	325	400
Flag Brigade	171	200	225	250	275	325	400
Cheerleader Advisor	400	500	600	700	800	1,000	1,300
Cheerleader Asst.	300	375	450	525	600	750	975
Musical (one perform.)							
Dramatic Director	500	600	700	800	900	1,000	1,300
Music Director	400	450	500	550	600	650	900
Stage Craft	175	200	225	250	275	300	400
Sound/Lighting	175	200	225	250	275	300	400
Intramurals	300	350	400	450	500	600	750
Choral	250	300	350	400	450	550	700
Instrumental	250	300	350	400	450	550	700
Yearbook	750	850	950	1,050	1,150	1,350	1,650
Newspaper	450	500	550	600	650	750	900
Forensics	450	500	550	600	650	750	900
Modern Dance	450	500	550	600	650	750	900
A/V Coordinator	350	400	450	500	550	650	800
Student Council	275	325	375	425	475	575	725
AFS Advisor	150	175	200	225	250	300	375
Chess Club	200	225	250	275	300	350	425
Radio (WMC only)	250	275	300	325	350	400	500
School Store	325	375	425	475	525	625	775

1980-81 School Year:

Class Advisors:

Ninth Grade:	\$200	Eleventh Grade:	\$300	Twelfth Grade:	\$400
Tenth Grade:	250	Eleventh Grade Asst.:	200	Twelfth Grade Asst.:	300

Club Activities:

The club stipends will be \$150.00 each.

It is understood that the number of clubs per school may be permitted at a ratio of 8 clubs/900 students with the Superintendent's approval. After a 900 student enrollment is attained additional clubs will be added at a ratio of 1/150 students based on student interests.

EXTRACURRICULAR SALARY GUIDE - 1981-82 School Year

<u>POSITION</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>10 Year</u>
Marching Band	\$788	\$893	\$998	\$1,103	\$1,208	\$1,418	\$1,763
Twirlers	315	341	368	394	420	473	551
Drill Team (Colorguard/Rifle)	184	210	236	263	289	341	420
Flag Brigade	179	210	236	263	289	341	420
Cheerleader Advisor	420	525	630	735	840	1,000	1,365
Cheerleader Asst.	315	394	473	551	630	788	1,024
Musical (one perform.)							
Dramatic Director	525	630	735	840	945	1,050	1,365
Music Director	420	473	525	578	630	683	945
Stage Craft	184	210	236	263	289	315	420
Sound/Lighting	184	210	236	263	289	315	420
Intramurals	315	368	420	473	525	630	788
Choral	263	315	368	420	473	578	788
Instrumental	263	315	368	420	473	578	788
Yearbook	788	893	998	1,103	1,208	1,418	1,733
Newspaper	473	525	578	630	683	788	945
Forensics	473	525	578	630	683	788	945
Modern Dance	473	525	578	630	683	788	945
A/V Coordinator	368	420	473	525	578	683	840
Student Council	289	341	394	446	499	604	761
AFS Advisor	158	184	210	236	263	315	394
Chess Club	210	236	263	289	315	368	447
Radio (WMC only)	263	289	315	341	368	420	525
School Store	341	394	446	499	551	656	814

1981-82 School Year:

Class Advisors:

Ninth Grade:	\$210	Eleventh Grade:	\$315	Twelfth Grade:	\$420
Tenth Grade:	263	Eleventh Grade Asst.:	210	Twelfth Grade Asst.:	315

Club Activities:

The club stipends will be \$158.00 each.

It is understood that the number of clubs per school may be permitted at a ratio of 8 clubs/900 students with the Superintendent's approval. After a 900 student enrollment is attained additional clubs will be added at a ratio of 1/150 students based on student interests.

Policy adopted November 20, 1979

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 unresolved 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.



12

13

14

15