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THIS BOOK DOES  
NOT CIRCULATE

*dup.*

*Bergen County*

AGREEMENT

between

FORT LEE BOARD OF EDUCATION, FORT LEE,  
NEW JERSEY

and

FORT LEE COALITION OF TEACHERS

75-76

DATED: January 6, 1976

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Institute of Management and  
Labor Relations

1976

RUTGERS UNIVERSITY

WHEREAS, pursuant to Chapter 123, of the Laws of 1974, the Fort Lee Board of Education and the Fort Lee Coalition of Teachers have heretofore met and conferred regarding salary schedules for employees who comprise the following unit:

- a) Secretaries
- b) Clerk - typists
- c) Bookkeepers

and specifically excluding employees in the following categories:

- a) Per diem appointments
- b) Substitutes, including long term substitutes
- c) Senior Secretary to the Superintendent of Schools
- d) Senior Secretary to the Secretary of the Board of Education; and

WHEREAS, as a result of said meetings the negotiating teams representing the respective parties did agree on a salary guide for the period July 1, 1975, through June 30, 1976, for the unit composed of:

- ✓ a) Secretaries
- ✓ b) Clerk - typists
- ✓ c) Bookkeepers

NOW, THEREFORE, IT IS AGREED between the Fort Lee Board of Education and the Fort Lee Coalition of Teachers as follows:

1) Salaries for the period July 1, 1975, through June 30, 1976, for those employees employed as Secretaries shall be fixed and determined pursuant to the terms of schedule A, which is attached hereto and made part hereof.

2) Salaries for the period July 1, 1975, through June 30, 1976, for those employees employed as Clerk - typists shall be fixed and determined pursuant to the terms of schedule B, which is attached hereto and made part hereof.

3) Salaries for the period July 1, 1975, through June 30, 1976, for those employees employed as Bookkeepers shall be fixed and determined pursuant to the terms of schedule C, which is attached hereto and made part hereof.

4) Salary payments retroactive to July 1, 1975, in accord with salary schedules A, B and C shall be made by the Board of Education.

DATED: January 6, 1976

FORT LEE COALITION OF TEACHERS

FORT LEE BOARD OF EDUCATION, FORT LEE, NEW JERSEY

BY: John J. Brunton  
JOHN J. BRUNTON, President

BY: Rudolph Czimer  
RUDOLPH CZIMER, President

ATTEST: Lorraine Moser  
LORRAINE MOSER, Secretary

ATTEST: Harold P. De Socio  
HAROLD P. DE SOCIO, Secretary

This is to certify that the undersigned have been duly authorized by the Fort Lee Coalition of Teachers to execute the above entitled agreement to which this certification is attached on behalf of the Fort Lee Coalition of Teachers for the unit composed of Secretaries, Clerk - typists and Bookkeepers and in accordance and in compliance with the internal procedures of the Fort Lee Coalition of Teachers.

DATED: January 6, 1976

NEGOTIATING COMMITTEE, FORT LEE COALITION OF TEACHERS

Shirley K. Bendross  
Member

Sybil Goldwasser  
Member

Walter M. Nelson  
Member

Member  
Member

Lorraine Moser  
LORRAINE MOSER, Secretary  
Fort Lee Coalition of Teachers

John J. Brunton  
JOHN J. BRUNTON, President  
Fort Lee Coalition of Teachers

7th St. & 1st St. N.J.

SCHEDULE A

SALARY GUIDE FOR SECRETARIES

Other than the Senior Secretary in the Office of the Superintendent of Schools and in the Office of the Secretary of the Board of Education.

<u>Years of Credited Experience</u>	<u>CLASS I Annual Salary **</u>	<u>CLASS I Annual Increment</u>	<u>CLASS II Annual Salary ***</u>	<u>CLASS II Annual Increment</u>
0	\$5360	---	\$5608	---
1	5560	\$200	5808	\$200
2	5776	216	6024	216
3	6011	235	6260	236
4	6260	249	6508	248
5	6508	248	6756	248
6	6756	248	7005	249
7	7005	249	7252	247
8	7252	247	7501	249
9	7501	249	7749	248
10	7749	248	7997	248
11	7997	248	8246	249
12	8246	249	8494	248
13	8573	332	8743	249
14			9062	319
15			9324	262
21 *	9113	540	9864	540

\* Inclusive of 10 years of Fort Lee Service

\*\* Based on full-time employment under a 12-month contract.

\*\*\* Based on full-time employment under a 12-month contract.

These figures are elevated in accordance with the following table:

<u>POSITION</u>	<u>AMOUNT</u>
Secretaries (other than Senior Secretary) in the Office of the Superintendent of Schools and in the Office of the Secretary of the Board of Education	\$ 800
Senior Secretary in the Office of the Assistant Superintendent of Schools	800
Senior Secretary in the Office of the Director of Elementary Education	350

Senior Secretary in the Office of the High School Principal	350
Senior Secretary in the Office of the Assistant Principal of the High School	200
Senior Secretary in the Office of the Administrative Assistant of the High School	200
Senior Secretary in the Office of the Guidance Staff, High School	200
Senior Secretary in the Office of the Intermediate School Principal	200
Senior Secretary in the Office of the Guidance Staff, Intermediate School	200
Senior Secretary in the Office of the Child Study Team	250
Senior Secretary in the Office of the Director of Adult Education	200
Senior Secretary in the office of each of the four elementary schools Nos. 1, 2, 3 and 4	200

To become effective on September 1, 1975 for  
all appertaining personnel employed under a  
ten-month contract.

To become effective on July 1, 1975 for all  
appertaining personnel employed under a  
twelve-month contract.

SCHEDULE B

SALARY GUIDE  
FOR  
CLERK-TYPIST

<u>Years of Credited Experience</u>	<u>Annual Salary *</u>	<u>Annual Increment</u>
0	\$5111	---
1	5311	\$200
2	5527	216
3	5763	236
4	6011	248
5	6260	249
6	6508	248
7	6756	248
8	7005	249
9	7252	247
10	7501	249
11	7749	248
12	7997	248
13	8330	333
21 **	8870	540

\* Based on full-time employment under a 12-month contract.

\*\* Inclusive of 10 years of Fort Lee service.

To become effective on September 1, 1975 for all appertaining personnel employed under a ten-month contract.

To become effective on July 1, 1975 for all appertaining personnel employed under a twelve-month contract.

SCHEDULE C

SALARY GUIDE FOR BOOKKEEPERS

<u>Years of Credited Experience</u>	<u>Annual Salary *</u>	<u>Annual Increment</u>
0	6900	---
1	7100	200
2	7300	200
3	7500	200
4	7700	200
5	7900	200
6	8124	224
7	8464	340
8	8796	332
9	9128	332
10	9460	332
11	9792	332
12	10124	332
21	10664	540

\* Based on Full Time Employment for Twelve Months

To become effective on September 1, 1975 for all appertaining personnel employed under a ten-month contract.

To become effective on July 1, 1975 for all appertaining personnel employed under a twelve-month contract.