

A G R E E M E N T

THIS BOOK DOES NOT CIRCULATE

THIS AGREEMENT, entered into this 12th day of December in the year of One Thousand Nine Hundred and Seventy-two

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 HIGH SCHOOL DISTRICT EDUCATION ASSOCIATION

hereinafter called the Association,

WITNESSETH:

WHEREAS, the Board and the Association, in accordance with Chapter 303 of Public Laws of 1968, 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 year 1973-74; 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 I. SALARY PACKAGE FOR THE SCHOOL YEAR 1973-74

A. The Board and the Association hereby agree to the following multiple ratio scale for those at the Bachelor's Degree level during the school year of 1973-74:

| <u>Step</u> | <u>Ratio</u> |
|-------------|--------------|
| 1           | 1.00         |
| 2           | 1.04         |
| 3           | 1.08         |
| 4           | 1.13         |
| 5           | 1.18         |
| 6           | 1.23         |
| 7           | 1.28         |
| 8           | 1.33         |
| 9           | 1.39         |
| 10          | 1.45         |
| 11          | 1.51         |
| 12          | 1.57         |
| 13          | 1.63         |
| 14          | 1.69         |
| 15          | 1.75         |

B. The Board and the Association hereby agree to a starting salary of \$8,650.00 for the 1973-74 School Year. To determine the actual salary, multiply the Bachelor's minimum by the ratio on a given step.

(Example - Step 8 Ratio 1.33  
x \$8,650.00  
Salary \$11,504 = Bachelor's Degree level 1973-74 (See Schedule I - West Morris Regional High School District Board of Education Policy 4141.)

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

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

F. All salary paid by the Board of Education - including Bachelor's Graduate, Extra-Curricular, 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 (1) Blue Cross;  
(2) Blue Shield, (3) Rider J; and Major Medical.

ARTICLE II. GRIEVANCE PROCEDURE

The Grievance Procedure shall be as 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.

ARTICLE IV. DURATION

This agreement shall be terminated on the 1st day of July,  
1974.

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 EDUCATION OF  
THE WEST MORRIS REGIONAL  
HIGH SCHOOL DISTRICT

ATTEST:

Muriel S. Wolfe  
Muriel S. Wolfe, Secretary

By Richard J. Hayes  
President

THE WEST MORRIS REGIONAL  
HIGH SCHOOL DISTRICT  
EDUCATION ASSOCIATION

ATTEST:

Barbara O. Kutt (wmpca)  
Secretary

By Robert J. Shannon  
President

TEACHERS' SALARY GUIDE 1973-74 - Effective July 1, 1973

| <u>RATIO</u> | <u>STEP</u> | <u>SALARY</u> |
|--------------|-------------|---------------|
| 1.00         | 1           | \$ 8,650      |
| 1.04         | 2           | 8,996         |
| 1.08         | 3           | 9,342         |
| 1.13         | 4           | 9,774         |
| 1.18         | 5           | 10,207        |
| 1.23         | 6           | 10,639        |
| 1.28         | 7           | 11,072        |
| 1.33         | 8           | 11,504        |
| 1.39         | 9           | 12,023        |
| 1.45         | 10          | 12,542        |
| 1.51         | 11          | 13,061        |
| 1.57         | 12          | 13,580        |
| 1.63         | 13          | 14,099        |
| 1.69         | 14          | 14,618        |
| 1.75         | 15          | 15,138        |

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 credit 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 Blue Cross/Blue Shield Comprehensive with Rider "J" and 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.

Policy adopted December 12, 1972.

SALARY DIFFERENTIAL - EFFECTIVE 1972-73 SCHOOL YEAR:

|   |           |
|---|-----------|
| To those holding a Bachelor's Degree plus 15 credits, but less than 30 credits.   | \$ 500.00 |
| To those holding a Bachelor's Degree plus 30 credits or more but less than 45 credits (and not holding a formal Master's)   | 1,000.00  |
| To those holding a Bachelor's Degree plus 45 credits or more but less than 60 credits (and not including a formal Master's) | 1,500.00  |
| To those holding a Bachelor's Degree plus 60 credits or more but not a formal Master's Degree                               | 2,000.00  |
| To those holding a Master's Degree or a Master's Degree plus less than 15 credits   | 1,500.00  |
| To those holding a Master's Degree plus 15 credits or more but less than 30 credits   | 2,000.00  |
| To those holding a Master's Degree plus 30 credits or more but less than 45 credits   | 2,500.00  |
| To those holding a Master's Degree plus 45 credits or more but less than 60 credits and no formal Doctorate Degree          | 3,000.00  |
| To those holding a Master's Degree plus 60 credits or more but not a formal Doctorate Degree                                | 3,500.00  |
| To those holding a Doctorate including post-Doctorate credits   | 4,000.00  |

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 levels 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 more than a \$1,500 differential 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. Credits for certification in administration, supervision or curriculum, or such graduate degree programs may be granted by the superintendent, if the courses are shown to be subject or discipline related.

The superintendent may also grant credit at such time that the position of employment is based on that certificate or that degree.

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

Policy adopted December 28, 1971

## COACHES' SALARY GUIDE - Effective as of the 1972-73 School Year

| <u>Position</u>   | <u>1st Yr.</u> | <u>2nd Yr.</u> | <u>3rd Yr.</u> | <u>4th Yr.</u> | <u>5th Yr.</u> | <u>6th Yr.</u> |
|-------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Athletic Director | \$1,063        | \$1,188        | \$1,313        | \$1,438        | \$1,563        | \$1,688        |
| Head Football     | 938            | 1,063          | 1,188          | 1,313          | 1,438          | 1,563          |
| 1st Assistant     | 625            | 688            | 750            | 813            | 875            | 938            |
| 2nd Assistant     | 563            | 625            | 688            | 750            | 813            | 876            |
| 3rd Assistant     | 563            | 625            | 688            | 750            | 813            | 876            |
| 4th Assistant     | 563            | 625            | 688            | 750            | 813            | 876            |
| 5th Assistant     | 563            | 625            | 688            | 750            | 813            | 876            |
| Head Basketball   | 938            | 1,000          | 1,063          | 1,125          | 1,188          | 1,251          |
| 1st Assistant     | 563            | 625            | 688            | 750            | 813            | 876            |
| 2nd Assistant     | 563            | 625            | 688            | 750            | 813            | 876            |
| Head Baseball     | 688            | 750            | 813            | 875            | 938            | 1,001          |
| 1st Assistant     | 500            | 563            | 625            | 688            | 750            | 813            |
| 2nd Assistant     | 500            | 563            | 625            | 688            | 750            | 813            |
| Head Wrestling    | 938            | 1,000          | 1,063          | 1,125          | 1,188          | 1,251          |
| 1st Assistant     | 563            | 625            | 688            | 750            | 813            | 876            |
| 2nd Assistant     | 563            | 625            | 688            | 750            | 813            | 876            |
| Head Track        | 625            | 688            | 750            | 813            | 875            | 938            |
| 1st Assistant     | 500            | 563            | 625            | 688            | 750            | 813            |
| 2nd Assistant     | 500            | 563            | 625            | 688            | 750            | 813            |
| Head Soccer       | 688            | 750            | 813            | 875            | 938            | 1,001          |
| 1st Assistant     | 500            | 563            | 625            | 688            | 750            | 813            |
| 2nd Assistant     | 500            | 563            | 625            | 688            | 750            | 813            |



| <u>Position</u>    | <u>1st Yr.</u> | <u>2nd Yr.</u> | <u>3rd Yr.</u> | <u>4th Yr.</u> | <u>5th Yr.</u> | <u>6th Yr.</u> |
|--------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Head Cross Country | \$ 531         | \$ 594         | \$ 656         | \$ 719         | \$ 813         | \$ 884         |
| Tennis             | 375            | 438            | 500            | 563            | 625            | 688            |
| Golf               | 375            | 438            | 500            | 563            | 625            | 688            |
| Trainer            | 500            | 575            | 650            | 725            | 800            | 875            |

GIRLS' VARSITY SPORTS

|                  |     |     |     |     |     |     |
|------------------|-----|-----|-----|-----|-----|-----|
| Field Hockey     | 375 | 438 | 500 | 563 | 625 | 688 |
| Basketball       | 375 | 438 | 500 | 563 | 625 | 688 |
| Asst. Basketball | 275 | 306 | 337 | 368 | 430 | 461 |
| Softball         | 375 | 438 | 500 | 563 | 625 | 688 |
| Track            | 375 | 438 | 500 | 563 | 625 | 688 |
| Asst. Track      | 275 | 306 | 337 | 368 | 430 | 461 |

Coaches' Salary Guide

An Assistant Coach who has been promoted to Head Coach will, during his first year as a coach, receive a salary at least equal to the salary he would have received had he remained an assistant.

Policy adopted December 28, 1971

## EXTRA-CURRICULAR SALARY GUIDE - Effective as of the 1972-73 School Year

| <u>Position</u>                               | <u>1st Yr.</u> | <u>2nd Yr.</u> | <u>3rd Yr.</u> | <u>4th Yr.</u> | <u>5th Yr.</u> |
|---|----------------|----------------|----------------|----------------|----------------|
| Dramatics                                     | \$688          | \$750          | \$813          | \$875          | \$937          |
| Stage Craft                                   | 156            | 188            | 219            | 250            | 281            |
| Stage Lighting                                | 156            | 219            | 281            | 344            | 406            |
| Music-Instrumental                            | 375            | 438            | 500            | 563            | 626            |
| Instrumental                                  | 281            | 313            | 375            | 438            | 490            |
| Choral  | 313            | 375            | 438            | 500            | 562            |
| Yearbook                                      | 688            | 750            | 813            | 875            | 937            |
| Newspaper                                     | 313            | 375            | 438            | 500            | 562            |
| Forensics                                     | 281            | 313            | 344            | 375            | 406            |
| Radio   | 219            | 250            | 281            | 313            | 344            |
| Twirlers Coach                                | 281            | 313            | 344            | 375            | 406            |
| Booster Club Advisor                          | 156            | 188            | 219            | 250            | 281            |
| Cheerleaders Coach                            | 250            | 281            | 313            | 344            | 375            |
| Cheerleaders Asst.                            | 156            | 188            | 219            | 250            | 281            |
| Drill Team (Color Guard)                      | 94             | 125            | 156            | 188            | 219            |
| Girls Intramurals<br>(Modern Dance)           | 281            | 313            | 344            | 375            | 406            |
| Girls Intramurals                             | 281            | 313            | 344            | 375            | 406            |
| Student Sales Advisor                         | 250            | 313            | 375            | 438            | 501            |
| A/V Coordinator                               | 250            | 313            | 375            | 438            | 501            |
| Special Effects Sound<br>Outdoor, Grad., etc. | 94             | 156            | 219            | 281            | 343            |
| Assemblies                                    | 94             | 156            | 219            | 281            | 343            |
| Film Festival Advisor                         | 188            | 219            | 281            | 344            | 406            |
| Student Council Advisor                       | 250            | 281            | 313            | 344            | 375            |

Position

Class Advisors

|                  |       |
|------------------|-------|
| 9th Grade        | \$150 |
| 9th Grade Asst.  | 100   |
| 10th Grade       | 180   |
| 10th Grade Asst. | 120   |
| 11th Grade       | 210   |
| 11th Grade Asst. | 140   |
| 12th Grade       | 240   |
| 12th Grade Asst. | 160   |

Policy Adopted December 28, 1971

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 Chariman, 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 unsolved 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.

Policy adopted December 28, 1971.

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