

WATCHUNG HILLS REGIONAL HIGH SCHOOL ^{Board of Education}

^{and the}
Watchung Hills Regional Education Association

MEMORANDUM OF AGREEMENT

ALDES, TECHNICIANS AND CLERICALS

The undersigned hereby agree to the terms and conditions for a successor collectively negotiated agreement subject to ratification by their respective constituencies.

DURATION

X July 1, 1988 - June 30, 1990

LANGUAGE CHANGES

1. Article V, C4, e3: Delete American Arbitration Association and substitute New Jersey State Board of Mediation as arbitration agency.
2. Article V, C4, e7: Delete existing language and substitute with "The party against whom the advisory arbitration award is rendered shall be deemed the losing party and that party shall be responsible for the payment of the fees of the arbitrator".
3. Article VIII C: Add new subsection 3 to read: "The staff has an option of either a three-quarter hour lunch with a one-quarter hour break in the afternoon or a one hour lunch with no afternoon break, provided prior approval to do so is obtained for their supervisor".
4. Article XIV: Delete paragraph G.
5. Article XV: Delete paragraph I.
6. Article VI, A2: Reference to holidays - change five to six holidays - add Martin Luther King Day to the list. In addition and with reference to Martin Luther King holiday, prior written request and approval is required.
7. Add new section 3 to paragraph "A" of Article VI as follows: "The day before Thanksgiving shall be one half day".
8. Article VII, A3: Add new second paragraph: "Effective July 1, 1988, vacation may only be accumulated and carried forward for one year and if not used during such time, the vacation so accumulated shall be lost except when the employee is prevented from using such time due to the needs of the district".
9. Article VIII: Add new section "E": "When school classes are canceled due to inclement weather employees shall report to work by 12:00 noon unless excused by the superintendent or the superintendent's designee".

BENEFITS

1. Article X: Section "C" - Shall be amended to "The Board shall provide effective July 1, 1988, or as soon thereafter as may be practicable, upgraded dental coverage for employees under New Jersey Blue Cross/Blue Shield 100/80/50 plan". It is understood that the Board may substitute comparable coverage under any other plan at any time at its sole discretion. In addition and effective July 1, 1988, or as soon thereafter as may be practicable, the Board shall provide the above upgraded dental coverage for employees' eligible dependents. The Board shall pay 25% of the premium. In addition and effective July 1, 1989, the Board shall pay 100% of the premium cost of the coverage with the Board's liability for said payment capped at the premium rate for school year 1989-1990.

SALARY

1. Salaries shall be increased as follows:
 1. First year - 9%
 2. Second year - 9%


Percentages across the board with the second year compounded.

MISCELLANEOUS

1. Parties agree that upon ratification by their respective constituencies of this Memorandum of Agreement the parties shall execute a collectively negotiated agreement.
2. All terms and conditions of the collectively negotiated agreement for the period of 1986-1987 1987-1988 shall remain the same and be carried forward into the new collectively negotiated agreement unless expressly modified by this Memorandum of Agreement.

Dated: June 23, 1988

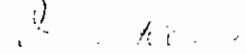
FOR THE WATCHUNG HILLS REGIONAL EDUCATION ASSOCIATION

By: Thomas Myers 

By: Iris Esterkin

By: Andrew Horun

FOR THE WATCHUNG HILLS REGIONAL HIGH SCHOOL DISTRICT BOARD OF EDUCATION

By: 
Iris Keim

By: Neal Wheeler

By: Ewald Friedrich

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NAME	1987-88	1988-89	1989-90
ADAMSON	\$15,500	\$16,995	\$18,410
JUD	\$17,142	\$18,685	\$20,366
SCHAFFER	\$17,738	\$19,334	\$21,075
VISOTSKI	\$15,326	\$16,705	\$18,209
CORNELIUS	\$18,963	\$20,670	\$22,530
SMITH	\$17,079	\$18,616	\$20,292
WILLE	\$19,550	\$21,310	\$23,227
ESTERDIN	\$21,895	\$23,866	\$26,013
TUTHILL	\$11.27	\$12.28	\$13.39
FRANSEN	\$9.20	\$10.03	\$10.93
LABELLA	\$9.64	\$10.51	\$11.45
ECKENROD	\$8.77	\$9.56	\$10.42
SCHNEIDER	\$8.77	\$9.56	\$10.42
STRAINE	\$8.69	\$9.47	\$10.32
BRAUN	\$8.73	\$9.52	\$10.37
GEOGHEGAN	\$10.58	\$11.53	\$12.57
LUBRIANI	\$10.22	\$11.14	\$12.14

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 Iris B. Keim 23 June 1988