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AGREEMENT OF NEGOTIATIONS BETWEEN
THE HIGHLANDS BOARD OF EDUCATION
AND THE HIGHLANDS EDUCATION ASSOCIATION

March 29, 1971

Association

The Highlands Board of Education and the Highlands Education Association have agreed to the below listed benefits for the school year 1971-72, in addition to the previously reached agreements.

1. That the following salary guide be adopted for the 1971-72 school year:

B.S. Equivalent	\$7,500.	-	\$11,100.	(13 steps)
B.S. Degree	7,600.	-	12,400.	(14 steps)
M.A. Equivalent	8,000.	-	12,800.	(14 steps)
M.A.	8,400.	-	13,200.	(14 steps)
M.A. ♦ 30	8,700.	-	13,500.	(14 steps)

2. Addition of Major Medical Insurance to the present hospitalization coverage.
3. That special teachers be included on the regular guide provided that they have met the requirements for years of service in the Highlands Public School.
4. That the cost of the Physical examination required by the Board be paid by the Board (18A:16-2) unless the employee chooses to use another doctor than the one designated by the Board (18A:16-3).
5. That payment of salary to the staff be on a semi-monthly (15 and 30th) basis and if in the event the 15th or 30th falls on a weekend or holiday that the employee be paid the day prior to that weekend or holiday.

Stewart D. King Date: 3/29/71
Signature of the President of the Highlands Board of Education

Robert F. Cadmus Date: 3/31/71
Signature of the President of the Highlands Education Association

Martha Schmitt Date: 5/29/71
Signature of the Secretary of the Highlands Board of Education