

BETWEEN

4-0 280 2/16/70  
14-14

1970-71

THE BOARD OF EDUCATION OF THE BOROUGH OF MENDHAM,  
IN THE COUNTY OF MORRIS, NEW JERSEY, a body corporate  
of the State of New Jersey,

hereinafter called the BOARD

AND

THE MENDHAM BOROUGH 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 employment of the teachers in the Borough of Mendham; and

WHEREAS, as a result of the aforesaid negotiations, the provisions hereinafter set forth have been agreed upon:

ARTICLE I - The BOARD and the ASSOCIATION hereby agree that the salary guide during the school year 1970-71 shall be as set forth in Policy #4141-70, adopted February, 1970, which is attached hereto and made a part hereof.

ARTICLE II - The BOARD agrees to pay for all full-time teachers the full cost of the teachers' share only of (a) Blue Cross; (b) Blue Shield, with Rider "J"; and (c) Major Medical, based on rates in effect on December 15, 1969; or any other Plan mutually acceptable to both parties hereto. In addition, the BOARD agrees to pay seventy-five percent (75%) of the cost of the employee and child (no maternity) plan, or the full family plan, or the employee and spouse (no maternity) plan, as provided for in Blue Cross and Blue Shield, including Rider "J" and Major Medical, based

upon those rates in effect on December 15, 1969, or any other Plan mutually acceptable to both parties hereto. In addition, the BOARD agrees to pay, for each part-time teacher, the insurance and hospitalization costs, as outlined in this paragraph, at the same proportionate share on which the teacher's salary is determined.

ARTICLE III - The BOARD and the ASSOCIATION agree that the grievance procedure shall be that which is designated as Policy 2450, attached hereto and made a part hereof.

ARTICLE IV - This agreement shall be effective during the school year 1970-71, commencing on July 1, 1970, and terminating on June 30, 1971.

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 written.

THE BOARD OF EDUCATION OF THE  
BOROUGH OF MENDHAM, IN THE  
COUNTY OF MORRIS, NEW JERSEY

ATTEST:

\_\_\_\_\_  
Edna F. Ward - Secretary

By \_\_\_\_\_  
President

THE MENDHAM BOROUGH EDUCATION  
ASSOCIATION

ATTEST:

\_\_\_\_\_  
Secretary

By \_\_\_\_\_  
President

Mendham Borough Board of Education  
Article 2 - Administration  
Section 4

Review of Administrative Decisions

It shall be the policy of the Mendham Borough Board of Education to afford every employee the right to appeal the application of policies and administrative decisions affecting him. He shall be assured freedom from restraint, coercion, discrimination, or reprisal in presenting his appeal. He shall have the right to present his own appeal through designated administrative channels or to designate another person to appear with him at any step in his appeal.

1. Any employee who has a grievance shall discuss it first with his immediate supervisor in an attempt to resolve the matter.
2. If the matter is not resolved to the satisfaction of the employee, he shall set forth his complaint in writing to the Principal within 5 school days. The Principal shall communicate his decision to the employee in writing within 5 school days of receipt of the written complaint.
3. The employee may appeal the Principal's decision to the Administrative Principal. The appeal to the Administrative Principal must be made in writing and must set forth the grounds on which the grievance is based. The Administrative Principal shall request a report on the grievance from the building Principal, shall confer with the concerned parties and, upon request, with the employee or Principal separately. He shall attempt to resolve the matter as quickly as possible but within a period not to exceed 10 school days. The Administrative Principal shall communicate his decision in writing, along with supporting reasons, to the employee and his building Principal. This step shall be omitted if the Administrative Principal is the aggrieved employee's building Principal.
4. If the grievance is not resolved to the employee's satisfaction, he may request a review by the Board of Education. The request shall be submitted in writing through the Administrative Principal, who shall attach all related papers and forward the request to the President of the Board of Education. The board shall review the grievance, hold a hearing with the concerned parties, if requested, and render a decision in writing to the employee, his building principal and Administrative Principal within 30 calendar days.

Adopted: July 13, 1966

MENDHAM BOROUGH SCHOOL  
TEACHERS' SALARY GUIDE FOR 1970-71

Policy #4141-70

Steps	L E V E L S							
	I B.S.	II B.S. +9	III B.S. +18	IV B.S. +30	V M.A.	VI M.A. +9	VII M.A. +18	VIII M.A. +30
1	\$7,400	\$7,650	\$7,900	\$8,150	\$8,400	\$8,650	\$8,900	\$9,150
2	7,600	7,900	8,200	8,450	8,700	8,950	9,200	9,450
3	7,850	8,175	8,500	8,750	9,000	9,250	9,500	9,750
4	8,200	8,550	8,900	9,200	9,450	9,700	9,950	10,200
5	8,500	8,850	9,200	9,500	9,750	10,000	10,250	10,500
6	8,800	9,150	9,500	9,800	10,050	10,300	10,550	10,800
7	9,100	9,450	9,800	10,100	10,350	10,600	10,850	11,100
8	9,500	9,875	10,225	10,550	10,800	11,050	11,300	11,550
9	9,800	10,175	10,525	10,850	11,100	11,350	11,600	11,850
10	10,100	10,475	10,825	11,150	11,400	11,650	11,900	12,150
11	10,400	10,775	11,125	11,450	11,700	11,950	12,200	12,450
12	10,800	11,175	11,550	11,900	12,150	12,400	12,650	12,925
13		11,475	11,850	12,200	12,450	12,700	12,950	13,225
14			12,150	12,500	12,750	13,000	13,250	13,525
15				12,800	13,050	13,300	13,550	13,825
16					13,500	13,750	14,000	14,300

Adopted: February, 1970