

CONTRACT BETWEEN

THE WEST MORRIS REGIONAL HIGH SCHOOL DISTRICT
BOARD OF EDUCATION

and

THE WEST MORRIS REGIONAL EDUCATION ASSOCIATION

July 1, 2021 through June 30, 2024

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PREAMBLE

WHEREAS, the West Morris Regional High School District Board of Education hereinafter referred to as the "Board" and the West Morris Regional Education Association, hereinafter referred to as the "Association" have met and negotiated in good faith in accordance with Chapter 123 Public Laws of 1974 and

WHEREAS, the parties have reached certain understandings, which they desire to confirm in this agreement, be it

RESOLVED that the following items are agreed to for the contract term of July 1, 2021 to June 30, 2024:

ARTICLE I - RECOGNITION

The Board recognizes the Association as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for certificated teaching personnel under contract including teachers, guidance counselors, child study team personnel, school nurses, substance abuse educators, athletic trainers, librarians, coaches, and co-curricular staff employed by the Board. Specifically excluded are all administrative personnel and non-certified staff. Unless stated otherwise the term teachers shall mean all unit members.

ARTICLE II - NEGOTIATIONS PROCEDURE

- A. The parties agree to enter into a collective negotiations over a successor Agreement in accordance with Chapter 123 P.L. 1974 of the State of New Jersey in a good faith effort to reach agreement on all matters concerning the terms and conditions of the employment of the members of the bargaining unit. Such negotiations shall begin not later than 120 days prior to the annual school election date.
- B. During negotiations, the Board and the Association shall present relevant non-confidential data, exchange points of view and make proposals and counter proposals. The Board shall make available relevant information including budget information as soon as it is made public by the Board.
- C. The parties mutually pledge that their representatives shall have the authority to make proposals, consider proposals, and make counter proposals in the course of negotiations. Any agreement arrived at by the negotiating representatives will be submitted to the school Board and the membership of the Association for ratification, decision or vote. Any agreements of the parties will be reduced to writing and will become binding for the period of the agreement upon ratification.
- D. Except as the Agreement shall herein otherwise provide, all terms and conditions of employment applicable on the effective date of the Agreement as established by the rules or regulations, of the Board in force on said date, shall continue to be so applicable during the term of this agreement. Proposed new rules and/or modifications of existing rules governing working conditions shall be negotiated with the majority representative before they are established.
- E. This Agreement shall not be modified in whole or in part except by an instrument in writing duly executed by both parties.

ARTICLE III - GRIEVANCE PROCEDURES

- A. Definition - A "grievance" is a complaint about the interpretation, application, or alleged violation of this agreement, or administrative decisions affecting a member of the bargaining unit or a group of members.
- B. All days in Article III are working days unless designated otherwise by negotiation.
- C. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the welfare or terms and conditions of employment of members of the bargaining unit. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure. Nothing herein contained shall be construed as limiting the right of any member having a grievance to discuss the matter informally with any appropriate member of administration, and having the grievance adjusted without intervention of the Association, provided the agreement is not inconsistent with the terms of this Agreement, and that the Association has been given the opportunity to be present at such a meeting and state its views.
- D. A grievance may be processed by an individual concerning the interpretation, application or violation of this agreement and administrative decisions affecting him/her, or by the Association on behalf of an individual or group of individuals as a single grievance, as appropriate. Further, any aggrieved individual may be represented at all levels of the grievance procedure by him/herself, or at his/her option, by a representative selected and approved by the Association. Copies of grievances formally submitted by an individual shall be forwarded to the Association. When a teacher is not represented by the Association, the Association shall be present and may state its views at all stages of the grievance procedure.
- E. In the case of a grievance, the aggrieved party, the Association on behalf of an individual or group of individuals or an individual's representative shall submit the grievance in writing to his/her immediate administrator within thirty (30) days of the incident or offending action. If the grievance is not settled, the aggrieved party may refer his/her written grievance to the party next in administrative responsibility. Any aggrieved party shall in the first instance present the grievance to his/her immediate administrator and may continue to appeal it through recognized administrative channels: Principal, Superintendent. In the event a grievance is filed at such a time that it cannot be processed through all the steps in the grievance procedure by the end of the school year and, if left unresolved until the beginning of the next school year could result in irreparable harm to a party of interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as practicable.
- F. All grievances beyond the first step shall be in writing, setting forth the following:
 - 1. The specific nature of the grievance.
 - 2. All sections of the Agreement, or administrative decisions which the Association alleges have been violated.

3. All facts, sections of the Agreement, and administrative decisions upon which the Association intends to rely to demonstrate a violation of the Agreement or administrative decision.
 4. All remedies sought.
 5. All reasons for dissatisfaction with the outcome of the previous step.
 6. The administration and Board will respond to each one of the violations identified and indicate the reasons for denial.
- G.
1. At each step a written decision shall be rendered to the aggrieved party and Association within ten (10) days. Failure of the Board/Administration to respond within the required time limit will be considered a rejection and will permit the aggrieved party to advance to the next step.
 2. Failure to proceed to the next step within fifteen (15) days of receipt of the answer at the preceding step (or of the date the answer was due) will be deemed a withdrawal of the grievance and will preclude further processing of the grievance.
 3. The number of days indicated at each level should be considered a maximum and every effort shall be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
- H. If after the level of Superintendent, the grievance remains unresolved, the aggrieved party may move the grievance to the Board level within the time limit specified above. Upon receipt of the grievance at the Board level the Superintendent shall arrange for a meeting with the Board of Education and the Superintendent and the aggrieved party within thirty (30) 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 thirty (30) calendar days.
- I. If the grievance remains unresolved at the level of the Board of Education, either party may within ten (10) days request the Public Employment Relations Commission (PERC) to submit a list of three persons qualified to arbitrate the dispute in question. If agreement cannot be made between the parties as to the selection of an arbitrator, the parties shall mutually request within five (5) days that the Public Employment Relations Commission (PERC) designate the arbitrator. The decision of the arbitrator shall be binding on both parties except where prohibited by law.
- J. The arbitrator shall be limited to the issues submitted to him/her and shall not add to, subtract from, or modify the terms of this agreement.
- K. Each party shall bear the total cost they incur. The fees and expenses of the arbitrator shall be shared equally by the parties.
- L. Grievance meetings shall be held without causing loss of pay to members of the bargaining unit.
- M. A separate file for grievances will be maintained.

- N. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations shall be prepared jointly by the Superintendent and the Association and shall be given appropriate distribution to facilitate the functions of the grievance procedure.

ARTICLE IV - TEACHER RIGHTS

- A. Disputes involving discipline of employees shall be resolved in accordance with Chapter 269 and decisions of the Public Employment Relations Commission regarding the application of Chapter 269.
- B. Whenever a teacher is required to appear before any member of the Administrative staff or the Board or a Board committee concerning any matter which involves discipline, the teacher shall receive prior written (or electronic communication) notice of the reasons for such a meeting and his/her right to representation. Unless otherwise permitted by law, any suspension of a teacher shall be with full pay until such time as tenure charges are certified by the Board of Education. In the case of a non-tenure teacher, such suspension with pay shall run concurrent with the contractual 60 day termination clause in his/her contract and no longer.
- C. Teachers may wear pins, buttons, etc. identifying them as members of the Association or its affiliates.
- D. No material derogatory to a teacher's conduct, service, character or personality shall be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he/she has had the opportunity to review the material by affixing his/her signature (or acknowledging electronically) the copy to be filed with the express understanding that such a signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and his/her answer shall be provided to the Superintendent or his/her designee and attached to the file copy. The Board shall not establish any separate personnel file which is not available for the teacher's inspection.

ARTICLE V - TEACHER EVALUATION

- A. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher by certified administrators employed by the district. All observations and evaluations shall be conducted in accordance with applicable New Jersey law and regulations.
- B. Unless mutually agreed to extend, a conference between the teacher and the evaluator shall be held within ten (10) working days for the purpose of identifying deficiencies, if any, and extending assistance for their correction, improving instruction, improving performance, or identifying strengths. The teacher may have a representative at his/her request. No report shall be submitted to the central office for filing, placed in the teacher's file or otherwise acted upon without prior conference with the teacher. The teacher shall receive a copy of a formal observation, interim report and/or annual evaluation summary report within ten (10) working days following the conference and shall have ten (10) working days to return a signed copy to the evaluator with a written response if desired. Fall and winter coaches shall receive a copy of their evaluation within 20 working days of the conclusion of the season. Spring coaches shall receive a copy prior to the end of the school year.

- C. A teacher shall have the right upon request to review the contents of his/her personnel file and to receive at Board expense one set of copies of any documents contained therein. A teacher shall be entitled to have a representative of the Association accompany him/her during such a review.
- D. All non-tenured teachers whose contracts are not to be renewed shall receive written notification from the Superintendent of his/her intentions by the date specified in statute.

ARTICLE VI - ASSOCIATION PRIVILEGES

- A. In response to reasonable requests, the Board agrees to provide the Association with information it deems necessary for the Association to fairly represent the interests of the teachers.
- B. Association representatives involved in meetings mutually agreed to by the Board or Superintendent shall not lose pay.
- C. The Association may use school buildings for Association meetings for a reasonable length of time with the prior approval of the Superintendent.
- D. The Association may use school equipment with the prior approval of the Superintendent and reimburse the district for such use.
- E. The President of the Association or his/her designee shall receive up to three (3) days leave on a half or whole day basis for Association business, with pay, provided notice of absence is given to the Superintendent by 3:00 p.m. of the preceding school day, except for emergency. In addition, the President of the Association shall receive up to two (2) days leave on a half or whole day basis, on the same terms as above, except the Association shall reimburse the Board (for a full days absence,) 1/200th of the President's or his/her designee's annual salary. The Association President shall not be assigned school or department duty.
- F. The Association shall have in each building exclusive use of a bulletin board of reasonable size in each faculty lounge and teacher's dining room. In addition, the Association shall have use of the inter-school mail facilities and mailboxes, permission to use school equipment in its place of location used for clerical purposes at reasonable times when such equipment is not in use.

ARTICLE VII - WORK YEAR/WORK DAY/WORK LOAD

- A. Teachers employed on a 10 month basis shall report to work in accordance with the calendar adopted by the Board not to exceed 184 days of work for teachers, and not to exceed 181 days of instruction for students.

Newly hired teachers shall be required to attend two (2) additional days for orientation meetings prior to the first day for all other teachers. Newly hired teachers shall also be required to attend additional training sessions, which shall take place on regular work days and/or prior to the first day of school for all other teachers, as follows:

no prior teaching experience:	20 hours
with prior teaching experience:	10 hours

- B. Teachers shall be required to work seven (7) hours and 20 minutes each day in accordance with the time schedules adopted by the Board. Teachers shall report to work fifteen minutes prior to

the beginning of the first assigned period for students and shall remain ten (10) minutes after the end of the last assigned period for students. This time shall remain unassigned; however, teachers recognize their responsibility to supervise students during the pre-student portion of their work day.

- C. 1. Teachers shall be required to provide one additional hour of student contact time per week. Teachers can select either (a) one afternoon per week from 2:45-3:45 p.m. or (b) one afternoon per week from 2:45-3:15 and one morning per week from 7:00-7:30 a.m. Each teacher will post a notice for students in the classroom and on PSL, during the first week of school, stating the teacher's availability for the remainder of the school year.
- 2. In order to maintain consistency for students, the posted availability cannot be changed except as follows:
 - a. In the case of an emergency, a teacher may change the day on a temporary basis, provided that the principal/assistant principal is notified in writing and a notice of the new time and day is posted in the classroom and on PSL.
 - b. In the case of a change in circumstances requiring that the day be changed for the remainder of the year, the teacher must notify the principal/assistant principal in writing and post notice of the change in the classroom and on PSL at least one week in advance.
 - c. Only one change per semester under paragraphs a or b will be permitted without prior approval of the principal/assistant principal.
 - d. Teachers with seasonal coaching or extracurricular responsibilities may change their availability for the season provided that the principal/assistant principal is notified in writing and notice of the change is posted in the classroom and on PSL at least one week in advance of the change in season.
- 3. No unit member shall be compensated for before school or after school building coverage if that coverage is being performed during their contact student time as per C.1.
- D. Teachers shall remain 50 minutes beginning at 2:45 p.m. for up to 20 meetings per year, as required by administrative staff. All meetings require a minimum of 5 days' notice unless there is an unforeseeable event requiring a shorter notice. A schedule of meetings shall be distributed at the beginning of the year.
- E. 1. The weekly work load for teachers shall include:
 - 25 teaching periods
 - 5 school duty periods
 - 5 department duty periods
 - 5 prep periods*
 - 5 lunch periods

*Preparation time shall be equivalent to one-fifth of the instructional time.
- 2a. The Association and Board accept the concept of an alternate schedule that may be put into effect in one or both high schools. The standard teaching schedule shall include:
 - Five (5) classes of instruction or their science lab/class equivalents not to exceed 58 minutes each
 - One (1) lunch period (not less than 46 minutes including passing time)

- One (1) preparation period equal to one class period
- One (1) school supervisory duty period (assigned student supervisory period)
- One (1) department professional period (no assigned student supervision)

From this schedule of nine (9) periods, two (2) periods shall drop each day on a rotating basis; however, a lunch period as specified above shall be provided each day.

It is understood that every fourth day science teachers will have one-half of the allotted lunch period in order to cover lab periods.

During the department professional period, teachers may meet their students to give them help and/or to do work related to such assistance.

Lunch duty. The Board agrees that no teacher shall be assigned lunch supervision in a school following an alternate schedule. Any teacher who volunteers to perform lunch supervision will be compensated at the following rate per lunch period: \$26.52. Scheduling volunteers will be flexible to accommodate teachers who volunteer to supervise lunch less than 5 days per week. Lunch supervision may be assigned to non-bargaining unit staff.

- 2b. Should the alternative schedule be abandoned, the workday defined in paragraph E.1 shall remain in force.
 - 2c. Teachers who travel between schools will be guaranteed the minimum prep in either paragraph E.1 or paragraph E.2a, whichever applies.
 - 3. Staff members working under Educational Services Certificates shall have comparable work loads as determined by the Administration.
 - 4. The term “department professional period” applies to the alternate schedule described in paragraph E.2a. The term “department duty” applies to the schedule described in E.1.
- F. 1. Sixth period teaching assignments will be compensated at .2 of the staff member's contractual salary. Staff members may waive compensation in return for release from a school duty.
2. The professional hourly rate shall be defined and calculated as follows:
- Teacher’s base pay (salary plus longevity exclusive of additional salary for Lead Teacher or IB Coordinator) will be divided by 200 days for a daily rate of pay. The professional hourly rate will be derived by dividing the daily rate of pay by 7.5 hours.
3. Teachers who voluntarily assume an additional, temporary teaching assignment such as tutoring for the HSPT; ESL tutoring; or a special limited engagement teaching project will be compensated using the sixth period teaching assignment formula as the basis for calculation:

$$\frac{\text{Teacher's Base Pay} \times 20\%}{200 \text{ Days}} = \text{Daily Class Rate for 6}^{\text{th}} \text{ Period Assignment}$$

- G. 1. Internal class coverage shall be reimbursed at the following rate per period up to ten days for the same class: \$45.00. After ten days the sixth period assignment rate will apply.
- 2. When teachers perform extra duties during their department duty/department professional period, they shall be compensated at the rate negotiated for internal class coverage.
- H. 1. After school coverage, summer curriculum work, Study Skills Resource Center, Open Gym/Summer Weight Room, and Special Education Work Study/Summer, will be paid at the following hourly rate: \$45.00. Bedside instruction will be paid at the hourly rate of \$50.00.
- I. The payment for teachers who agree to teach during the summer session shall be calculated at the professional hourly rate defined in F.2 above.

This rate will not apply to weight room supervision or similar summer assignments which are compensated at the summer curriculum rate. It will apply, however, to board funded summer programs in art and music.

- J. 1. Guidance counselors shall be required to work eight (8) additional days during summer recess (between the last day of school for teachers in June and the first day for teachers in the Fall). The annual salary for guidance counselors will be 104% of the salary specified in Article XIV. The assignment of any days beyond these additional eight (8) days shall consider the scheduling preferences of the Guidance Counselor and shall be compensated on a non-pensionable basis at the per diem rate.
- 2. Non-Supervisory Coordinators of Athletics & Student Activities (CASAs) shall be required to work eight (8) additional days during summer recess (between the last day of school for teachers in June and the first day for CASAs in August). The annual salary for CASAs shall be 104% of the salary specified in Article XIV. The assignment of any days beyond these additional eight (8) shall consider the scheduling preferences of the CASA and shall be compensated on a non-pensionable basis at the per diem rate.
- 3. The Structured Learning Experience Coordinator shall be required to work four (4) additional days during summer recess (between the last day of school for teachers in June and the first day of school. The additional four (4) days shall be scheduled by the Director of Special Education in consultation with the Structured Learning Experience Coordinator. The annual salary for the Structured Learning Experience Coordinator shall be 106% of the salary specified in Article XIV. The additional 6% added to base salary shall be pensionable and shall not be less than \$3,250. The assignment of any hours beyond the additional four (4) days shall consider the scheduling preferences of the Structured Learning Experience Coordinator and shall be compensated on a non-pensionable basis at the professional hourly rate, as calculated using the formula in Article VII.F.2.
- K. Lunchroom supervision under Article VII E.1 will be assigned as a school duty for no more than one semester during the school year. This duty will be rotated among the staff annually unless requested by a staff member.
- L. Travel between schools will be reimbursed at the mileage reimbursement rate established by the State and/or Department of Education for school districts, unless the IRS rate is reinstated

by law. The Board will provide annual notification of rate changes. Mileage will not be provided for bedside instruction.

- M. Teachers who travel between schools will be released from the department duty/department professional period and the school duty.
- N. When a Physical Education teacher's class load is increased by 10 or more students due to the unavailability of a substitute, that teacher shall be paid the rate for internal coverage.
- O. Travel.
 - 1. Requests to attend conferences and requests for payment for travel expenditures must be submitted on the appropriate district forms and include all required documentation.
 - 2. All requests for attendance at professional conferences must be approved in advance by the Superintendent and/or Board of Education (as required) in accordance with applicable state laws and regulations, and Board policy/regulations.
 - 3. In addition to any other limitations, Administration can limit the number of employees attending conferences on the same day.
 - 4. The foregoing requirements supersede any other contrary language that may exist in this Agreement.
- P. Teachers who apply for and are selected to serve on decision-making or advisory groups that meet regularly throughout the year shall receive an annual honorarium.

Honoraria shall be based on the following guidelines:

- 1. Activities which require one-half hour per week on average (e.g., Attendance Committee, Long Range Planning Council, Curriculum Advisory Board), shall be paid the following amount: \$842.44.
- Q. Teachers who participate in programs designed to enhance the professional growth of their colleagues shall be compensated as follows:
 - 1. Mentors for teachers who are in their first year in the District shall receive annual honoraria of \$1,684.85.
 - 2. Mentors are required to update their training annually by attending a full day training session, which shall take place on the same day as new teacher orientation. The cost of the training will be borne by the Board. There will be no additional compensation for the training session.
 - 3. The Co-Curricular Salary Guide Level C, Appropriate Step serves as the base for staff reimbursement for delivery of professional development:
 - Courses
 - Delayed Opening Workshops
 - Open Labs
 - Course Follow-Up Sessions

Payments will be made based on the following model:

- Courses (15 hours) - Level C, Appropriate Step

- All other options will be prorated based on the following formula:
Level C Stipend x Time (% of 15 hours) = Reimbursement

Examples:

- Delayed Opening (1.5 hours) = 10%
- Open Lab (2 hours) = 13.3%
- Follow-Up Session (5 hours) = 33.3%

R. Teachers who serve as student advisors shall be relieved of one duty period and shall receive annual honoraria of \$842.44.

S. Positions with Adjusted Teaching Load

1. Lead teachers shall teach 80% of the standard teaching load. International Baccalaureate Coordinators and Career Academy Coordinators shall teach 60% of the standard teaching load, however, if the number of enrolled and anticipated diploma candidates (Juniors and Seniors) is fewer than forty (40) per school, the Board may assign the IB Coordinators and/or Career Academy Coordinators an additional class (up to 80% of the standard teaching load).
2. Lead teachers, International Baccalaureate Coordinators and Career Academy Coordinators shall be required to work four (4) additional days during summer recess (between the last day of school for teachers in June and the first day for teachers in the fall). The annual salary for Lead Teachers, International Baccalaureate Coordinators and Career Academy Coordinators will be 106% of the salary specified in Article XIV. The additional 6% added to base salary shall be pensionable and shall not be less than \$3,250. The assignment of any days beyond these additional four (4) days shall consider the scheduling preferences of the employee and shall be compensated on a non-pensionable basis at the per diem rate.

T. Any teaching/administrative vacancy which shall occur within the district for which a member may be qualified shall be made known to staff members according to the following procedures:

1. An email sent to all staff members 10 days prior to the application deadline.
2. All qualified employees shall be afforded an opportunity to apply for a vacant position.

U. Athletic Trainer

a. Conditions:

1. The Athletic Trainer's contracted time will begin at the start of the NJSIAA approved starting date for the respective seasons/sports. The Athletic Trainer will work 1,529 hours, which equates to 184 days at a 7 hour 20-minute work day, in addition to serving an additional 180 hours.
2. Health Benefits and Leaves of Absence (including sick and personal days) are as defined in Articles X and VIII respectively.
3. The Athletic Trainer's schedule will be arranged by the Principal and/or Principal's designee
4. The Athletic Trainer's work day and work week will be flexible, and fluctuate from day to day/season to season. Work week/school day hours can begin at 1:30pm, or

at times mutually agreed upon by the Principal/Athletic Trainer. Generally speaking, and throughout the academic year, the Athletic Trainer's schedule should exist in blocks of time. It is, however, understood and agreed upon that during the fall pre-season, the Athletic Trainer's hours can but need not be continuous.

5. The Athletic Trainer will be present for home games and away varsity football games. The Athletic Trainer will also be present for practices when such practices are scheduled within practice times specified by the Principal and/or Principal's designee. Weekend games supersede practices.
6. The Athletic Trainer shall not be required to cover tournaments or events covered by outside organizations using the school facilities.
7. The Athletic Trainer and Principal and/or Principal's designee will schedule compensatory time off throughout the year.

b. Compensation:

1. The Athletic Trainer will receive twelve (12) percent over the appropriate step on the salary guide (inclusive of longevity) in accordance with Article XIV. The twelve (12) percent over guide is reflective of the additional 180 hours required of the Athletic Trainer.
2. There will be no additional stipend or longevity (associated with the stipend) for this position. As such, any reference to the trainer will be removed from the "Coaching Salary Guide" in Article XVI.

V. Non-Supervisory Coordinator of Athletics & Student Activities (CASA)

a. Conditions:

1. Schedule should be arranged in conjunction with the principal.
2. The required number of workdays per work year, health benefits, sick time, and personal time are as defined for ten-month teachers.
3. The CASA's contracted time will begin on or about August 15 and end when the 184 workdays are completed. The work year shall include the fall pre-season weekdays (Monday-Friday prior to the first regular teacher day) and the regular school days, until 184 days have elapsed.
4. The workday and work year will be somewhat flexible and may fluctuate from day to day and season to season. The daily workload (Monday thru Friday) will be seven (7) hours and twenty (20) minutes per day. The weekly workload (Monday through Friday) will be thirty-six (36) hours and forty (40) minutes. When the daily and/or weekly workload totals are exceeded, additional hours will count toward a total of fifty (50) hours per season (fall, winter & spring) that the CASAs will work to obtain their stipend. For hours worked over and above the 50 stipended hours per season, the CASA will be given compensatory time off. Friday night football games will count toward the fifty (50) stipended hours.
5. During the fall pre-season the CASA's weekday hours will be in a block of time conforming to the daily workload and agreed to by the CASA and the Principal. Practices outside of these hours shall not be covered.
6. On days when the regular staff reports, the CASA will have a normal working day usually starting at 11:00 a.m. or at a time mutually agreed upon by the Principal and the CASA, depending upon the season.
7. The CASA will be present for home contests, practices, and away varsity football games.

8. On Saturdays and other non-workdays, home contests supersede practices.
 9. The CASA may be required to cover tournaments, special games or events conducted by outside organizations using the school facilities.
- b. Compensation:
1. Appropriate step on salary guide in accordance with Article XIV.
 2. Annual stipend of \$12,500, payable in accordance with Article XVI.E.
 3. In the event there are no athletic contests on the weekends/non-workdays, the CASA will work with the Principal to cover practices and coordinate them within a mutually agreeable specified block of time.
 4. Compensatory time off will be scheduled for a time mutually agreed upon by the Principal and the CASA. If compensatory time is not granted through mutual agreement, then it will be granted at the end of the school year and come off the one hundred eighty four (184) days the CASA is scheduled to work.
 5. For their one hundred eighty four (184) regularly scheduled weekdays of work, the CASAs will be compensated by their placement on the appropriate step of the salary guide in accordance with Article XIV.
 6. The CASAs will work a total of fifty (50) additional hours per season (fall, winter and spring) in excess of seven (7) hours and twenty (20) minutes per day, or in excess of their one hundred eighty four (184) days. For this they will be compensated with the annual stipend as listed in Article VII.W.b.2. Additional hours worked by the CASA in excess of the fifty (50) additional hours per season will be compensated at the professional rate.
- W. The Board will email a notice identifying summer nursing positions needed for arranging/processing athletic physicals. The email will indicate that at least 36 days of work will be available in total (not per nurse) for the summer. This email will be sent by May 15, or the last day that the budget is certified by all municipalities in the District, in the event of a defeated budget. The available work will be paid at the professional rate, and will be distributed to those who have expressed interest.
- X. Payment for school nurses to travel with students on field/overnight trips (excluding summer) beyond the contracted school day or on a non-school day, shall be paid at a rate of \$50/hour or their professional hourly rate, whichever is higher. Whenever a nurse has voluntarily agreed to provide nursing coverage for a field/overnight school trip, the nurse shall be compensated for either 4.5 hours (school day); or 12 hours (non-school day), at a rate of \$50/hour, or his/her professional hourly rate (calculated using the formula in Article VII.F.2), whichever is higher. On school days, 7.5 hours are paid as part of contractual salary.
- Y. Unit members who serve as IB Diploma Extended Essay Mentors shall be paid for 2 hours per student mentored, at the unit member's professional hourly rate, as calculated using the formula in Article VII.F.2.
- Z. Effective with the 2017-18 school year, the positions of IB Diploma CAS Coordinator and IBCP Service Learning Project Coordinator shall be established and paid in accordance with Level A of the Co-Curricular Salary Guide, beginning on Step 1 for 2017-18 and then advancing on the guide, in accordance with Article XVI; in addition to the annual stipend, Coordinators will be released from their school duty.

- AA. The Board will pay employees semi-monthly (2 times per month). Effective with the 2019-2020 school year, all ten (10) month employees shall receive twenty (20) separate pays commencing on August 30th of each school year and thereafter occurring on the 15th and 30th of each subsequent month. Should the 15th or 30th fall on a weekend or holiday, or if graduation occurs prior to the 15th or 30th, employees will receive pay on the last work day preceding the regular pay date.
- BB. Back-to-School Night is mandatory for all staff members. Staff members in attendance at Back-to-School Night will have a delayed opening the following day. All staff members not in attendance at Back-to-School Night the previous evening must arrive at the regular day contractual start time.

ARTICLE VIII - LEAVES OF ABSENCE

- A. Teachers shall be granted 10 sick days annually, the unused portion of which shall accumulate. The allotment for employees hired mid-year shall be prorated.
- B. Teachers shall be granted 4 personal days annually, the unused portion of which shall accumulate as sick leave. Any personal leave before or after a school break or holiday requires, except in cases of emergencies, five days prior notification to the Office of the Principal.
- C.
1. Teachers shall be granted up to 5 days absence with pay within seven consecutive calendar days for the death of a parent, spouse, child, brother, sister, grandparent, grandchild, father-in-law or mother-in-law.
 2. One day of leave with pay shall be granted for the death of a brother-in-law, sister-in-law, son-in-law or daughter-in-law.
 3. Up to three days of unused personal days may be converted to bereavement leave for non-immediate family members. In the event an employee has fewer than three current personal days available, unused personal days which had previously been converted to accumulated sick leave may be used by the employee to fill in for all or a portion of the three days needed for bereavement. Only personal days converted to accumulated sick leave after ratification of the 2009-2013 Agreement shall be eligible for such use.
- D. Child Rearing/Maternity
1. Sick days may be utilized for the actual period of disability associated with pregnancy.
 2. Teachers shall be granted upon request a child rearing/maternity leave (without pay) to begin immediately following the birth or period of disability. The leave shall initially be for up to one, one and one-half or two full school years. If initially for one or one and one-half school years, the teacher may request and shall be granted an extension of the leave to a maximum total leave of two full years, which request must be made by April 1 of the year preceding the second year of the leave. A teacher returning from a child rearing/maternity leave must return at the beginning of a school year or at the beginning of a semester. Staff members who are on a child rearing/maternity leave shall receive all contractual health care benefits for up to twelve full months.
 3. Child rearing/adoption leaves will only be granted to tenured staff.

E. Adoption

Adoption leave shall be granted in accordance with the conditions for child rearing leave commencing with the physical custody of the child, or earlier if required by the adoption agency.

F. Unpaid Leave

The Board may grant unpaid leaves on a case by case basis.

G. Sabbatical Leave

A Sabbatical Leave up to one year at half pay may be granted by the Board of Education to full-time professional personnel who have completed seven (7) full academic years of service to the district when, in the judgment of the Board, it will add to the professional competence of the staff member, improve the quality of the program available to the district students, and be within the financial capabilities of the Board.

Application and Approval:

1. All applications will be sent to the Superintendent on the appropriate form titled Application for Sabbatical Leave, available in the Principals' Offices, as well as the Superintendent's office.
2. Application must be received by the Superintendent no later than November 1st of the prior year.
3. All applications will be reviewed by a Sabbatical Review Committee consisting of two faculty members chosen by the staff, an administrator and the Superintendent. Formal interviews may be required of the applicants in order to evaluate each request.
4. Criteria to be used in evaluating applications will include one or more of the following:
 - (a) Number of graduate credits to be completed
 - (b) Completion of a degree program
 - (c) Completion of a degree residence requirement
 - (d) Preparation of materials for publication which will benefit the district
 - (e) Retraining in an applied or fine arts area
 - (f) Travel for direct subject benefit
5. All applicants will be notified of the outcome of their application by April 15th.
6. No more than two percent of the professional staff of the district may be on a Sabbatical Leave in any semester.

Salary and Benefits:

Salary during the sabbatical shall be one-half pay based on the applicant's step on the guide for the sabbatical period. This will include payment for any extra academic credits to which he or she would normally be entitled, but will not include any extra stipends for such extracurricular duties as coaching, special activities advisor, etc.

Salary shall be paid in equal monthly installments during the academic year. The period of sabbatical leave shall be considered as regular employment in the school district. Health insurance and similar benefits will be continued in force.

Conditions:

Upon termination of the sabbatical, the recipients will return to the West Morris Regional High School District and continue their employment for not less than three full years, unless other mutually satisfactory arrangements are made. Recipients will be restored to their former positions or to another of a nature, status and salary consistent with their professional ability. Failure to remain employed in the district for three full years after returning from a sabbatical will permit the Board to seek repayment of a prorated share of the amount paid by the Board as part of the sabbatical leave, through salary reduction or other means. Employees who are reduced in force or who retire on disability shall be exempt from this requirement.

ARTICLE IX - PAYMENT FOR ACCUMULATED SICK LEAVE

Any teacher who has worked in the district for at least ten years, upon retirement, reduction in force, or death, shall receive payment for accumulated sick days as follows: \$100 per day for each unused sick day up to a maximum of \$15,000 with the option to take one lump sum payment or payout in two (2) budget years; however, the option must be selected at the time notice of retirement is received.

Payment under this article will be made in July following the school year in which the retirement is effective, only if written notice of retirement is received by January 15 of the school year in which the retirement is effective. If written notice is received after January 15, payment under this article will be made in July following the subsequent school year in which the retirement is effective.

ARTICLE X - HEALTH BENEFITS

1. The Board agrees to provide medical insurance coverage equal to or better than the School Employees Health Benefits Program ("SEHBP"). Employees shall contribute to his/her health benefits coverage in accordance with the rates set forth in Ch. 78, P.L. 2011 and/or Ch. 44, P.L. 2020. Coverage will include a Traditional plan and a POS plan only if such plans are offered through the SEHBP.
2. When a teacher is employed by contract as a replacement for a teacher on leave for less than a full school year, the replacement teacher shall be eligible for health benefits as specified in this agreement only after he/she is employed for a period exceeding ninety (90) days in length. When a teacher is employed by contract as a replacement for a teacher on leave for a full school year, the replacement teacher shall receive health benefits as specified in this agreement on his/her first day of employment.
3. The Board agrees to assume the administrative cost to implement a premium reduction program relative to employee contributions toward the cost of the health benefits program.
4. The Board agrees to provide dental insurance coverage equal to or better than the plan as in effect on the last day of the immediate predecessor to this Agreement. Effective July 1, 2003, the maximum annual individual benefit will be \$2,500.

5. The Board will provide prescription insurance coverage for the employee and dependents with the following co-pay levels effective upon ratification of this Agreement:

\$5.00 maximum generic/\$15.00 maximum preferred brand/\$30.00 maximum non-preferred brand for both retail pharmacy (limited to 30-day supply) and mail order (90-day supply for maximum of two co-payments as set forth above).

6. If requested by the staff member, the Board will provide a no cost pre-exposure Hepatitis B vaccination to the following staff: coaches, physical education teachers, technology teachers, art teachers, science teachers, special education teachers, and nurses. The Board will provide a no cost post-exposure Hepatitis B vaccination to any staff member who requests it. In all instances, the Board will pay the cost of vaccination to the extent not covered by health insurance.

ARTICLE XI - HEALTH BENEFITS UPON RETIREMENT

Health benefits at retirement shall be in accordance with applicable NJ law.

ARTICLE XII - TUITION REIMBURSEMENT

- A. The Board will reimburse Unit members up to \$2,424 per year for courses taken during that time in accordance with the following requirements and subject to a Unit wide cap of \$85,000. For purposes of the individual and Unit wide caps on tuition, the cost of reimbursement for a course will be applied to the school year in which coursework for that course had commenced.

Staff members are eligible for tuition reimbursement only if:

- a. The graduate course(s) relates to the area of his/her teaching responsibility or pedagogy, and is provided at an accredited college or university. Online/distance learning courses administered by providers affiliated with accredited colleges or universities, such as Learners Edge, shall also qualify for tuition reimbursement if those courses are (i) recognized by an accredited college or university; (ii) the course credits are accepted, credit for credit, by the affiliated college or university; and (iii) the accepted credits apply towards an approved program or degree being offered by the accredited college or university, regardless of whether the member is enrolled in such approved program or is pursuing such degree.
- b. The Superintendent will determine based upon the teacher's written application in advance of taking the course whether the course qualifies for reimbursement.
- c. Approved graduate courses in the field of teaching or pedagogy generally will be reimbursed at the actual per credit tuition rate as established by the college or university up to a maximum of \$2,424 per Unit member per year.
- d. The employee shall be responsible for submitting documentation concerning the course upon application to the Superintendent for approval and upon conclusion of the course certifying that a passing grade was achieved in the course.
- e. This provision specifically excludes electives which may lead to administrative and supervisory certification and relates to graduate level courses only.

- f. Employees on unpaid leaves of absence are not eligible for tuition reimbursement.

ARTICLE XIII - MOVEMENT ON SALARY GUIDES

- A. Beginning July 1, 1988, movement to the BA+15, MA, MA+15, MA+30, or MA+45 guides will occur only if:
 - 1. Courses taken are graduate level only from an approved college or university or Board sponsored inservice courses (for graduate credit) and are in an area covered by an instructional or educational services certificate and represented by the Association. Out of district workshops will be approved and credited for movement if required to maintain a certification or license and not offered by the Board. Movement on the salary guide may occur at the start of the school year or mid-year effective with the 11th pay period for 10-month employees.
 - 2. Movement to the Master's degree guide will be subject to the provisions for course credit as listed "1".
- B. Specifically excluded from all credit toward movement on the salary guides are courses which may lead to certification and/or a Master's degree in Administration and Supervision and all courses and Master's degrees which would qualify the employee for a position outside the field of education as represented by the bargaining unit. Effective July 1, 2005, a maximum of fifteen (15) graduate credits in Administration and/or Supervision courses taken after receipt of a Masters degree may be used for advancement on the salary guide.
- C. There will be no service credit earned while on unpaid leave toward longevity, sick days and personal days. Employees on unpaid leave for more than one-half of the work year shall not receive credit toward advancement on the salary guide for that year.
- D. It is expressly agreed and understood that upon expiration of the current agreement, all employees shall be frozen on the salary guide at his/her respective step and column until a successor agreement is negotiated and ratified by both parties. The Association and Board acknowledge and agree that this provision remains in effect even upon expiration of the current agreement, while being negotiable in future agreements.

ARTICLE XIV - SALARY GUIDES

2021-2022

Step	BA	BA+15	MA	MA+15	MA+30	MA+45
1	53,035	54,935	56,635	57,635	58,635	60,135
2	53,840	55,740	57,440	58,440	59,440	60,940
3	54,650	56,550	58,250	59,250	60,250	61,750
4	55,470	57,370	59,070	60,070	61,070	62,570
5	56,285	58,185	59,885	60,885	61,885	63,385
6	57,910	59,810	61,510	62,510	63,510	65,010
7	59,700	61,600	63,300	64,300	65,450	67,050
8	61,625	63,525	65,375	66,325	67,675	69,175
9	63,730	65,630	67,480	68,530	69,880	71,330
10	65,995	67,895	69,745	70,895	72,245	73,695
11	68,395	70,295	72,195	73,395	74,595	76,295
12	70,985	72,885	74,785	75,985	77,185	78,900
13	73,630	75,530	77,430	78,630	79,830	81,530
14	77,710	79,610	81,510	82,710	83,910	85,610
15	82,380	84,280	86,180	87,380	88,580	90,280
16	89,215	91,115	93,015	94,215	95,415	97,115
17	93,500	95,545	97,900	98,925	100,013	102,262
18	98,690	100,890	103,050	104,550	106,002	108,000

2022-2023

Step	BA	BA+15	MA	MA+15	MA+30	MA+45
1	53,485	55,385	57,085	58,085	59,085	60,585
2	54,290	56,190	57,890	58,890	59,890	61,390
3	55,100	57,000	58,700	59,700	60,700	62,200
4	55,920	57,820	59,520	60,520	61,520	63,020
5	56,735	58,635	60,335	61,335	62,335	63,835
6	58,360	60,260	61,960	62,960	63,960	65,460
7	60,200	62,100	63,800	64,800	65,950	67,550
8	62,125	64,025	65,875	66,825	68,175	69,675
9	64,230	66,130	67,980	69,030	70,380	71,830
10	66,495	68,395	70,245	71,395	72,745	74,195
11	68,895	70,795	72,695	73,895	75,095	76,795
12	71,485	73,385	75,285	76,485	77,685	79,400
13	74,155	76,055	77,955	79,155	80,355	82,055
14	78,260	80,160	82,060	83,260	84,460	86,160
15	82,975	84,875	86,775	87,975	89,175	90,875
16	89,815	91,715	93,615	94,815	96,015	97,715
17	94,400	96,445	98,800	99,825	100,913	103,162
18	99,790	101,990	104,150	105,650	107,102	109,100

2023-2024

Step	BA	BA+15	MA	MA+15	MA+30	MA+45
1	53,985	55,885	57,585	58,585	59,585	61,085
2	54,795	56,695	58,395	59,395	60,395	61,895
3	55,610	57,510	59,210	60,210	61,210	62,710
4	56,435	58,335	60,035	61,035	62,035	63,535
5	57,255	59,155	60,855	61,855	62,855	64,355
6	58,885	60,785	62,485	63,485	64,485	65,985
7	60,730	62,630	64,330	65,330	66,480	68,080
8	62,660	64,560	66,410	67,360	68,710	70,210
9	64,775	66,675	68,525	69,575	70,925	72,375
10	67,045	68,945	70,795	71,945	73,295	74,745
11	69,455	71,355	73,255	74,455	75,655	77,355
12	72,075	73,975	75,875	77,075	78,275	79,990
13	74,755	76,655	78,555	79,755	80,955	82,655
14	78,860	80,760	82,660	83,860	85,060	86,760
15	83,590	85,490	87,390	88,590	89,790	91,490
16	90,435	92,335	94,235	95,435	96,635	98,335
17	95,250	97,295	99,650	100,675	101,763	104,012
18	100,890	103,090	105,250	106,750	108,202	110,200

Longevity Pay

The West Morris Regional Education Association members will receive longevity stipends based upon their district service as follows. Effective July 1, 1998, a staff member must have served at least one year at the top of the salary guide in order to be eligible for the first level of longevity (15 - 19 years).

YEARS OF SERVICE

15 - 19 Years	\$ 860.00
20 - 24 Years	\$1,170.00
25 Years and Over	\$1,480.00

Longevity is payable as part of contract salary. Longevity payments are prorated for part-time staff. Employees whose start date falls between the start of the school year and January 15 will receive full longevity pay for that year. Employees whose start date falls on or after January 16 will receive prorated (1/2) longevity effective January 16.

**ARTICLE XV - PROCEDURE FOR FILLING COACHING
& CO-CURRICULAR POSITIONS**

- A. All coaching and co-curricular positions shall be advertised as vacancies annually within the school district. All coaching and co-curricular positions shall be posted district-wide by May 30. Vacant positions shall be re-posted district-wide thirty (30) days prior to the start of the season.
- B. All positions shall be filled by those individuals deemed to be best qualified by the Board within the following order of preference:

1. All unit employees and those non-unit employees who previously held the position. If no qualified applicant is found then;
2. Non-unit and out of district staff may be considered. If no qualified applicant is found then;
3. Unit staff may be assigned to the position on an annual basis, for a maximum of one year.

ARTICLE XVI - COACHING & CO-CURRICULAR SALARY GUIDES

- A. Any head coach who assumes responsibility for a vacant assistant coaching position will receive one-half the stipend for that assistant position at the same step as the head coach stipend. Teachers may continue to coach while on an approved leave of absence.
- B. If a teacher moves from an assistant coaching position to a head coaching position, the salary shall not be reduced.
- C.
 1. The District will give a minimum of one (1) year of credit for each year of coaching experience in the same sport whether the experience was gained in-district or out-of-district.
 2. Coaching longevity will be provided only for in-district experience in the same sport.
 3. Girls' sports and boys' sports are considered the same for purposes of this Article (e.g.: girls' track and boys' track).
- D. Coaching salaries shall be paid in equal payments twice per season as follows:

	<u>First Payment</u>	<u>Second Payment</u>
Fall	October 15	November 30
Winter	January 30	February 28
Spring	April 30	May 30

- E. Annual stipends shall be paid in equal payments three times per year as follows:

November 30
February 28
May 30

COACHING SALARY GUIDES

2021-2022

Position	Step 1	Step 2	Step 3	Step 4
Football				
Head	8,818	9,278	9,831	10,384
Assistants	6,575	7,128	7,681	8,234
Wrestling & Basketball				
Head	7,579	8,133	8,685	9,239
Assistants	6,217	6,770	7,323	7,876
Soccer, Field Hockey, Gymnastics, Baseball, Softball, Lacrosse, Track, Winter Track, Ice Hockey, Volleyball, Fencing:				
Head	7,287	7,839	8,392	8,946
Assistants	5,457	6,008	6,562	7,114
Cross Country Head	6,144	6,696	7,249	7,802
Tennis				
Head	5,097	5,648	6,202	6,755
Assistant	4,015	4,429	4,844	5,260
Golf & Strength Coach	4,999	5,552	6,105	6,657
Unified Soccer Unified Basketball Unified Track & Field	\$3,000/season			

2022-2023

Position	Step 1	Step 2	Step 3	Step 4
Football				
Head	8,818	9,278	9,831	10,384
Assistants	6,575	7,128	7,681	8,234
Wrestling & Basketball				
Head	7,579	8,133	8,685	9,239
Assistants	6,217	6,770	7,323	7,876
Soccer, Field Hockey, Gymnastics, Baseball, Softball, Lacrosse, Track, Winter Track, Ice Hockey, Volleyball, Fencing:				
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2023-2024

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Assistant	4,015	4,429	4,844	5,260
Golf & Strength Coach	4,999	5,552	6,105	6,657
Unified Soccer Unified Basketball Unified Track & Field	\$3,000/season			

Longevity, all positions: \$75/yr. after 4 years, in same sport. Longevity amounts will be capped at \$1,160 with larger payments frozen for recipients now getting them.

CO-CURRICULAR ACTIVITIES SALARY GUIDES

For all years of this agreement, the following activities will be included in the levels listed below.

LEVEL A -- Assistant Marching Band Director, Band Front, Fall Drama Director, Head Cheerleader Advisor, Competitive Cheerleading, AV Coordinator, Music Director, Right to Know Coordinator, Yearbook

LEVEL B -- Assistant Cheerleader Advisor, Choral Director, Instrumental Director, Orchestra Director, Newspaper, Literary Magazine, School Store, Student Council, Forensics, Intramurals, Chemical Hygiene Coordinator

LEVEL C -- Modern Dance, Chess Club, International Club, Radio Club, Peer I, Peer II, Hospitality, Spring Drama Director, Stage Craft, Sound/Lighting, Gifted & Talented Coordinator, Inservice Instruction, all other Clubs*

CLASS ADVISORS - 9th - 10th - 11th - 12th Grade Advisors

GRAND MARSHAL

MARCHING BAND DIRECTOR

2021-2022 CO-CURRICULAR SALARY GUIDE

LEVEL	Step 1	Step 2	Step 3	Step 4	Long. Amt.
A	3,085	3,321	3,584	3,865	70
B	2,039	2,300	2,558	2,812	60
C	1,777	1,942	2,094	2,259	50

CLASS ADVISORS - 9th Grade 2,823 GRAND MARSHAL – 1,378
 10th Grade 3,299
 11th Grade 5,146 MARCHING BAND DIRECTOR - \$6,755
 12th Grade 5,865

2022-2023 CO-CURRICULAR SALARY GUIDE

LEVEL	Step 1	Step 2	Step 3	Step 4	Long. Amt.
A	3,085	3,321	3,584	3,865	70
B	2,039	2,300	2,558	2,812	60
C	1,777	1,942	2,094	2,259	50

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2023-2024 CO-CURRICULAR SALARY GUIDE

LEVEL	Step 1	Step 2	Step 3	Step 4	Long. Amt.
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C	1,777	1,942	2,094	2,259	50

CLASS ADVISORS - 9th Grade 2,823 GRAND MARSHAL – 1,378
 10th Grade 3,299
 11th Grade 5,146 MARCHING BAND DIRECTOR - \$6,755
 12th Grade 5,865

*For all clubs, Step and Longevity based on years experience since 1988-89.

Longevity begins after year 4. Longevity amounts will be capped at \$1,160, with larger payments frozen for recipients now getting them.

ATHLETIC EVENT PERSONNEL FEE GUIDE

POSITION	2021-2022	2022-2023	2023-2024
Official Timers (Freshman and JV)	\$59.39	\$59.39	\$59.39
Official Timers (Varsity)	\$83.15	\$83.15	\$83.15
Head Ticket Person (Football)	\$71.27	\$71.27	\$71.27
Head Ticket Person (all other sports)	\$100.96	\$100.96	\$100.96
Videographer	\$100.96	\$100.96	\$100.96
Assistant Ticket Person	\$71.27	\$71.27	\$71.27
Announcer	\$83.15	\$83.15	\$83.15
Site Manager	\$100.96	\$100.96	\$100.96
Chaperone	\$89.09	\$89.09	\$89.09

All Athletic Event Personnel positions shall be posted and paid in accordance with this schedule.

ARTICLE XVII - PART-TIME TEACHERS

When a teacher is employed by contract for less than full time:

1. The teacher shall receive health benefits as specified in this agreement only if he/she is employed at .5 or greater of his/her appropriate step on guide. Teachers employed less than .5 may participate in district health plans at their own expense.
2. Part-time staff will be assigned a pro-rata share of duty periods in addition to teaching assignments.
3. Part-time staff shall receive pro-rata sick days and personal days.

ARTICLE XVIII - PROTECTION OF EMPLOYEES

- A. Whenever an employee is absent from his/her post of duty as a result of a personal injury caused by an accident arising out of and in the course of his/her employment, he/she shall be paid full salary or wages for the period of such absence for up to one calendar year without having such absence charged to the annual sick leave or accumulated sick leave, in accordance with N.J.S.A. 18A:30-2.1.
- B. The Board shall reimburse teachers for the reasonable value of any clothing or personal property damaged or destroyed as a result of an assault upon a teacher or vandalism to a teacher's personal property.
- C. Each building shall have a Joint Health and Safety Committee consisting of two unit members from that building appointed by the Association President, and one or more administrators

selected on an as-needed basis by the Superintendent. Each committee shall meet a minimum of two times per year.

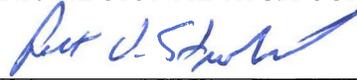
- a. A training program for the committee shall be provided and approved by the District. The District shall bear all costs associated with this training.
- b. The District agrees to share with the Association information related to the health and safety of association members including, but not limited to: accident and injury statistics, reports on workplace accidents, environmental test results, reports and citations from PEOSHA or other governmental agencies.

Dated this 21st day of June, 2021.

ATTEST:


L. Douglas Pechanec
Board Secretary

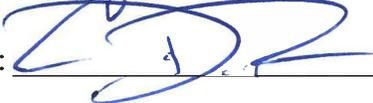
THE BOARD OF EDUCATION OF THE WEST
MORRIS REGIONAL HIGH SCHOOL DISTRICT

By: 
Robert O. Strobel, Board President

ATTEST:


Representative

THE WEST MORRIS REGIONAL
EDUCATION ASSOCIATION

By:  6-18-21

2021-2024 WMREA FINAL (062121)