

Contract no. 1561

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CONTRACT BETWEEN

THE WEST MORRIS REGIONAL HIGH SCHOOL DISTRICT
BOARD OF EDUCATION

and

THE WEST MORRIS REGIONAL EDUCATION ASSOCIATION

July 1, 1991 through June 30, 1994

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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, 1991 to June 30, 1994:

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, coaches, and co-curricular staff employed by the Board. Specifically excluded are all administrative and supervisory 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 in 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 submission of the district budget to the Department of Education.
- 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 groups of individuals or an individual's representative shall submit the grievance in writing to his/her immediate administrative supervisor within thirty (30) days of the incident or offending action. If the grievance is not settled within five (5) days, 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 supervisor and may continue to appeal it through recognized administrative channels: Department Supervisor, 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. At each step a written decision shall be rendered to the aggrieved party and Association within five (5) days.

- H. If after the level of Superintendent, the grievance remains unresolved the Superintendent shall arrange for a meeting with the Board of Education and the Superintendent and the aggrieved party within fourteen (14) 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.
- I. If the grievance remains unresolved at the level of the Board of Education, either party may within ten (10) days request the American Arbitration Association 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 American Arbitration Association 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 Employees Relations Commission regarding the application of Chapter 269.

- B. Whenever a teacher is required to appear before any member of the Administrative or Supervisory staff or the Board or a Board committee concerning any matter which may affect the employment status of the teacher, the teacher shall receive prior written notice of the reasons for such a meeting and his/her right to representation. 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.

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 supervisors or administrators employed by the district.
- B. A teacher shall be given a copy of any observance or observation report at least one (1) day before any conference to discuss it. A conference between the teacher and the evaluator shall be held 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. No teacher shall be required to sign a blank or incomplete evaluation form.
- 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. 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 to 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.

- E. All non-tenured teachers whose contracts are not to be renewed shall receive written notification from the Superintendent of his intentions by April 1.

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 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 be employed from September 1 through June 30 and shall report to work in accordance with the calendar adopted by the Board not to exceed 181 days of work for teachers. New teachers shall be required to attend one additional day for orientation meetings prior to the first day for all other teachers.

- B. Teachers shall be required to work seven (7) hours and 30 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 fifteen minutes after the end of the last assigned period for students.
- C. Teachers shall be required to remain 45 minutes after their departure time one day per week for additional student contact time. No unit member shall be compensated for after school building coverage during this time period.
- D. Teachers shall remain 45 minutes after their departure time up to three times per month for meetings as required by administrative or supervisory staff.
- E. The daily work load for teachers shall include:
 - 5 teaching periods
 - 1 school duty period
 - 1 department duty period
 - 1 prep period
 - 1 lunch period
 Staff members working under Educational Services Certificates shall have comparable work loads as determined by the Administration.
- F. Sixth period teaching assignments will be compensated at .2 of the staff members contractual salary. Staff members may waive compensation in return for release from a school duty.
- G. Internal class coverage shall be reimbursed at the rate of \$15.00 per period up to ten days for the same class. After ten days the 6th period assignment rate will apply.
- H. After school coverage, summer curriculum work, Study Skills Resource Center, Open Gym/Summer, Special Education Work Study/Summer, and bedside instruction will be paid at the rate of:

For 1991-92	-	\$22.50 per hour
For 1992-93	-	\$24.00 per hour
For 1993-94	-	\$25.50 per hour
- I. When teachers perform extra duties during their department duty, they shall be compensated at the rate negotiated for in class coverage.
- J. Guidance counselors and child study team staff who work between the last day of school and September 1st shall receive a pro-rated amount of their next year's contractual salary.
- K. Lunchroom supervision 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 and for bedside instruction will be reimbursed at the IRS rate.
- M. The administration will make every effort to equalize the number of teaching preparations and teaching stations within a subject area.
- N. Teachers who travel between schools will not have a department duty.
- O. 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.
- P. Expenses for all approved professional days shall be paid 100% by the Board.

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. 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.
- D. Maternity/Child Rearing
 - 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) immediately following the period of disability. This leave shall not exceed two full school years, and a teacher who wishes to return from a maternity leave must return at the beginning of the school year. Staff members who are on a maternity/child rearing leave shall receive all contractual health care benefits.
 - 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.

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 judgement 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 Principal's 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.

ARTICLE IX - PAYMENT FOR ACCUMULATED SICK LEAVE

Any teacher who is at least age 50 and has worked in the district for at least ten years, upon retirement, resignation in good standing, or death, shall receive \$100 per day for each unused sick day up to a maximum of \$10,000.

ARTICLE X - HEALTH BENEFITS

1. The Board agrees to provide medical insurance coverage by the current insurance carrier in effect when this agreement is signed. Thereafter, as soon as possible, the medical program will be transferred to the New Jersey State Health Benefits Program. The Board reserves the right to adopt other carriers in the future providing comparable coverage.

2. 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.

3. For the period July 1, 1991 through June 30, 1994, the Board agrees to provide dental insurance coverage comparable to the existing plan at no cost to the bargaining unit members.

4. The Board agrees that contributions towards prescription insurance coverage (with a \$3 co-pay provision) shall be deducted from payroll up to the amounts listed. Any additional amounts shall be paid in full by the Board.

	<u>Single</u>	<u>Parent/Child</u>	<u>Family</u>
1991-92	\$48.00	\$60.00	\$110.00
1992-93	38.00	47.00	86.00
1993-94	22.00	28.00	51.00

5. The Board agrees that contributions towards medical insurance coverage shall be deducted from payroll up to the amounts listed. Any additional amounts shall be paid in full by the Board.

	<u>Single</u>	<u>Parent/Child</u>	<u>Husband/Wife</u>	<u>Family</u>
1991-92	\$250.00	\$850.00	\$1,210.00	\$1,210.00
1992-93	0.00	585.00	925.00	1,210.00
1993-94	0.00	585.00	925.00	1,210.00

ARTICLE XI - HEALTH BENEFITS UPON RETIREMENT

Any unit member who retires from the district and is eligible for membership in the State Health Benefits Plan must enroll in that plan and will not be allowed to continue in district Health Plans. Retirees who are not eligible for membership in the State Health Benefits Plan may elect to continue in the district's plan at their own expense.

ARTICLE XII - TUITION REIMBURSEMENT

- A. From July 1, 1991 through June 30, 1994, the Board will reimburse Unit members up to \$1,000 per year for courses taken during that time in accordance with the following requirements and subject to a Unit wide cap of \$50,000 per year.

Staff members are eligible for tuition reimbursement only if:

- a. They are matriculated in a master's degree program at an accredited college or university which is in the field in which they presently teach.
- b. They hold a master's degree and are pursuing further graduate credits relating to the area of teaching responsibility or pedagogy generally.
- c. The Superintendent will determine based upon the teacher's written application in advance of taking the course whether the course qualifies for reimbursement. In no event shall reimbursement be permitted beyond the MA plus 45 level.
- d. Approved graduate courses in the field of teaching will be reimbursed at the actual per credit tuition rate as established by the college or university up to a maximum of \$1,000 per Unit member per year.
- e. 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.
- f. This provision specifically excludes electives which may lead to administrative and supervisory certification and relates to graduate level courses only.
- g. 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 approved inservice courses (for graduate credit) and are in an area covered by an instructional or educational services certificate and represented by the Association.
 2. Movement to the Master's degree guide will be subject to the provisions for course credit as listed "1".
- 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.

ARTICLE XIV - SALARY GUIDES

1991-92

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>
1	30450	32350	34050	35050	36050	37550
2	30800	32700	34400	35400	36400	37900
3	31150	33050	34750	35750	36750	38250
4	32150	34050	35750	36750	37750	39250
5	32650	34550	36250	37250	38250	39750
6	33150	35050	36750	37750	38750	40250
7	34450	36350	38050	39050	40050	41550
8	35250	37150	38850	39850	40850	42350
9	36050	37950	39850	41050	42250	43950
10	37450	39350	41250	42450	43650	45350
11	38650	40550	42450	43650	44850	46550
12	39850	41750	43650	44850	46050	47750
13	41250	43150	45050	46250	47450	49150
14	42750	44650	46550	47750	48950	50650
15	44250	46150	48050	49250	50450	52150
16	46450	48350	50250	51450	52650	54350
17+	48450	50650	52850	54350	55850	57850

1992-93						
<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>
1	31900	33800	35500	36500	37500	39000
2	32250	34150	35850	36850	37850	39350
3	32800	34700	36400	37400	38400	39900
4	33800	35700	37400	38400	39400	40900
5	34300	36200	37900	38900	39900	41400
6	35000	36900	38600	39600	40600	42100
7	36300	38200	39900	40900	41900	43400
8	37100	39000	40700	41700	42700	44200
9	38100	40000	41900	43100	44300	46000
10	39500	41400	43300	44500	45700	47400
11	40700	42600	44500	45700	46900	48600
12	42100	44000	45900	47100	48300	50000
13	43500	45400	47300	48500	49700	51400
14	45000	46900	48800	50000	51200	52900
15	46700	48600	50500	51700	52900	54600
16	48900	50800	52700	53900	55100	56800
17+	50900	53100	55300	56800	58300	60300

1993-94						
<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>
1	33170	35070	36770	37770	38770	40270
2	33720	35620	37320	38320	39320	40820
3	34270	36170	37870	38870	39870	41370
4	35270	37170	38870	39870	40870	42370
5	35970	37870	39570	40570	41570	43070
6	36670	38570	40270	41270	42270	43770
7	37970	39870	41570	42570	43570	45070
8	38970	40870	42570	43570	44570	46070
9	39970	41870	43770	44970	46170	47870
10	41370	43270	45170	46370	47570	49270
11	42770	44670	46570	47770	48970	50670
12	44170	46070	47970	49170	50370	52070
13	45570	47470	49370	50570	51770	53470
14	47270	49170	51070	52270	53470	55170
15	48970	50870	52770	53970	55170	56870
16	51170	53070	54970	56170	57370	59070
17+	53370	55570	57770	59270	60770	62770

Longevity Pay

The West Morris Regional Education Association members will receive longevity stipends based upon their district service as follows:

<u>YEARS OF SERVICE</u>	<u>STIPEND</u>
15 - 19 Years	\$250.00
20 - 24 Years	\$500.00
25 Years and Over	\$750.00

1991/92 stipend is payable January 1, 1992 through June 30, 1992 as part of contract salary. 1992/93 and 1993/94 is payable September 1, through June 30, as part of contract salary.

**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.
- 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.

COACHING SALARY GUIDES

<u>POSITION</u>	<u>1991-92</u>			
	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>
Asst. Athletic Director	5410	5810	6210	6610
Head Football	4110	4510	4910	5310
Asst. Football	2610	3010	3410	3810
Wrestling & Basketball				
Head	3310	3710	4110	4510
Assistants	2410	2810	3210	3610
Soccer, Field Hockey, Gymnastics, Baseball, Softball, Lacrosse, Track, Winter Track				
Head	3210	3610	4010	4410
Assistants	2010	2410	2810	3210
Cross Country Head	2410	2810	3210	3610
Tennis & Golf	1610	2010	2410	2810
Trainer	4760	5160	5560	5960

Longevity, all positions: \$75.00/year after 4 years in the same sport.

1992-93 COACHING SALARY GUIDE

<u>POSITION</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>
Asst. Athletic Director	5720	6120	6520	6920
Head Football	4420	4820	5220	5620
Asst. Football	2920	3320	3720	4120
Wrestling & Basketball				
Head	3620	4020	4420	4820
Assistant	2720	3120	3520	3920
Soccer, Field Hockey, Gymnastics, Baseball, Softball, Lacrosse, Track, Winter Track				
Head	3520	3920	4320	4720
Assistant	2320	2720	3120	3520
Cross County Head	2720	3120	3520	3920
Tennis & Golf	1920	2320	2720	3120
Trainer	5000	5400	5800	6200

Longevity, all positions: \$75.00/year after 4 years in the same sport.

1993-94 COACHING SALARY GUIDE

<u>POSITION</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Asst. Athletic Director	6025	6425	6825	7225
Head Football	4725	5125	5525	5925
Asst. Football	3225	3625	4025	4425
Wrestling & Basketball				
Head	3925	4325	4725	5125
Assistants	3025	3425	3825	4225
Soccer, Field Hockey, Gymnastics, Baseball, Softball, Lacrosse, Track, Winter Track				
Head	3825	4225	4625	5025
Assistants	2625	3025	3425	3825
Cross Country Head	3025	3425	3825	4225
Tennis & Golf	2225	2625	3025	3425
Trainer	5300	5700	6100	6500

Longevity, all positions: \$75/yr. after 4 years, in same sport.

CO-CURRICULAR ACTIVITIES SALARY GUIDES

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

- LEVEL 1 -- Yearbook
- LEVEL 2 -- Marching Band, Drama Director, Head Cheerleader Advisor, AV Coordinator, Music Director, Right to Know Coordinator
- LEVEL 3 -- Assistant Cheerleader Advisor, Choral Director, Instrumental Director, Newspaper, Literary Magazine, School Store, Student Council, Forensics, Intramurals, Twirlers, Drill Team, Flag Brigade
- LEVEL 4 -- Modern Dance, Chess Club, International Club, Radio Club, Peer I, Peer II, Hospitality, Stage Craft, Sound/Lighting, Gifted & Talented Coordinator, Inservice Instruction, all other Clubs*

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

GRAND MARSHALL

1991-92 CO-CURRICULAR SALARY GUIDE

<u>LEVEL</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Long. Amt.</u>
1	\$2300	2500	2700	2900	70
2	1800	2000	2200	2400	60
3	1000	1200	1400	1600	50
4	800	925	1050	1175	50

CLASS ADVISORS - 9th Grade	1000
10th Grade	1200
11th Grade	2100
12th Grade	2400

GRAND MARSHALL - \$550

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

Longevity begins after year 4.

1992-93 CO-CURRICULAR SALARY GUIDE

<u>LEVEL</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Long. Amt.</u>
1	\$2400	\$2600	\$2800	\$3000	\$70
2	1900	2100	2300	2500	60
3	1100	1300	1500	1700	50
4	900	1025	1150	1275	50

CLASS ADVISORS -	9th Grade	\$1100
	10th Grade	1300
	11th Grade	2200
	12th Grade	2500

GRAND MARSHALL - \$650

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

Longevity begins after year 4.

1993-94 CO-CURRICULAR SALARY GUIDE

<u>LEVEL</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Long. Amt.</u>
1	\$2500	\$2700	\$2900	\$3100	\$70
2	2000	2200	2400	2600	60
3	1200	1400	1600	1800	50
4	1000	1125	1250	1375	50

CLASS ADVISORS -	9th Grade	\$1200
	10th Grade	1400
	11th Grade	2300
	12th Grade	2600

GRAND MARSHALL - \$700

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

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 employed .5 or greater will be assigned a duty period in addition to teaching assignments.

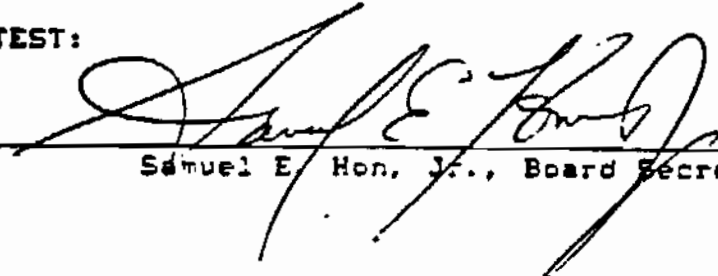
ARTICLE XVIII - PROTECTION OF EMPLOYEES

- 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.

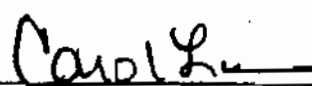
Dated this 25TH day of November 1991

ATTEST:



Samuel E. Hon, Jr., Board Secretary

ATTEST:



Representative

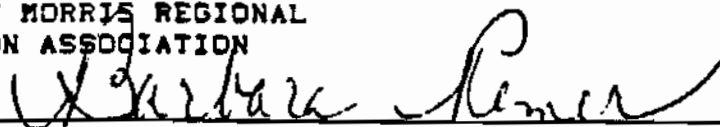
Representative

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

By 

President

THE WEST MORRIS REGIONAL
EDUCATION ASSOCIATION

By 

President