

NEGOTIATION AGREEMENT

between the

BOARD OF EDUCATION OF WATCHUNG HILLS REGIONAL HIGH SCHOOL Board of

Education

and the

WATCHUNG HILLS REGIONAL EDUCATION ASSOCIATION

THE COUNTY OF SOMERSET

NEW JERSEY

for the 1986-87 and 1987-88 School Years

9/3/86

X July 1, 1986 - June 30, 1988

TABLE OF CONTENTS

	PAGE
	1
	2
Article I	3
Article II	4
Article III	4
	5
Article IV	6
	6
	6
	7
Article V	9
	9
	9
	10
	13
	13
Article VI	15
Article VII	16
Article VIII	18
Article IX	20
Article X	21
Article XI	22
Article XII	24
Article XIII	25
Article XIV	26
Article XV	29
	29
Article XVI	30
	30
	30
	30
	30
	31
	31
	31
	31
Article XVII	32
Article XVIII	34
Article XIX	35
Article XX	36
Article XXI	37
Article XXII	38
Article XXIII	39
Article XXIV	40
Schedule A	Salary Guide 1986-87
Schedule B	Salary Guide 1987-88
Schedule C	Extra Service Compensation 1986-87 & 87-88
Schema	Guide Progression

PREAMBLE

This Agreement entered into this third day of September, 1986 by and between the Board of Education of Watchung Hills Regional High School, Warren, New Jersey, hereinafter called the "Board", and the Watchung Hills Education Association, hereinafter called the "Association."

DEFINITION OF TERMS

- A. PROMOTIONAL OPPORTUNITY: Any position which offers an opportunity for greater responsibility, trust and/or requires leadership, and for which there is greater compensation and/or title for the person seeking such an appointment.

- B. SUBJECT ASSIGNMENT: Subjects such as World History, Latin, or Algebra.

- C. TEACHING SCHEDULE: The teacher's assignments during the school day detailed by subject, grade level, and periods.

- D. SUBJECT AREA: The department, such as Social Studies, language, or Mathematics, to which the teacher is assigned.

- E. TEACHERS: All professional employees represented by the Association in the negotiating unit unless otherwise indicated.

- F. PROFESSIONAL EMPLOYEES: Any full or part-time teacher.

ARTICLE I

RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for certified personnel under contract by the Board including:

Classroom Teachers both full and part-time, and excluding substitute teachers and other per diem teachers.

Guidance Counselors

Librarians

Special Services

All Faculty Members on Extra-service Contracts except Summer Staff and Adult School Director.

School Nurse(s)

The Association does not represent the department supervisors and the Athletic Director for purposes of collective bargaining.

- B. The Watchung Hills Education Association shall certify to the Board of Education that it represents the majority of the certified personnel in the Unit no later than October 1st of the year preceding the expiration of this contract.

ARTICLE II

NEGOTIATION PROCEDURE

The parties agree to enter into collective negotiations over a successor agreement in accordance with New Jersey Employer-Employee Relations Act, as amended, to reach agreement on matters concerning the terms and conditions of teachers' employment. The parties agree to commence negotiations for a successor agreement according to the time table established by the Public Employment Relations Commission. The first negotiations session will be for the purpose of establishing ground rules for the negotiations. The Association and the Board will exchange written proposals at the second negotiations session.

ARTICLE III

PERSONNEL - PRINCIPLES

- A. It is recognized that employees in the unit have the right to join the Association. Membership in, or financial contribution to, the Association is not required as a condition of employment.

- B. It is further agreed that neither the Association nor the Board will discriminate against any person covered by this Agreement on the basis of race, creed, color, sex, national origin, marital status or political affiliation.

ARTICLE IV

RIGHTS - PRIVILEGES AND OBLIGATIONS

A. BOARD RIGHTS

In accordance with applicable laws and regulations and subject to the limitations imposed by this agreement, the Association recognizes that the Board and Administration have the responsibility and authority to arrange and direct in behalf of the public, all the operations and activities of the Watchung Hills Regional High School District.

B. TEACHER RIGHTS

1. Whenever any teacher is required to appear before the Superintendent or the Board, or any committee or member thereof concerning any matter which could adversely affect the continuation of that teacher in his office, position or employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association and/or a person of his own choosing present to advise him and represent him.
2. No teacher shall be prevented from wearing reasonable identification of membership in the Association.
3. A copy of the master schedule shall be given to the Association President as early in the school year as it can be reasonably made available, but not later than September 30.
4. Nothing contained herein shall be construed to deny or restrict to any teacher such rights as he may have under New Jersey School Laws or other applicable laws and regulations.
5. A supervisor, administrator or school Board shall not criticize a teacher and his/her instructional methodology in public until after the teacher has been consulted concerning the subject.

Article IV Rights - Privileges and Obligations (continued)

B. Teacher Rights (continued)

6. No grade or evaluation shall be changed by the administration or Board without consultation with the teacher involved. If the administration finds it necessary to change a grade or evaluation when school is not in session, any right to consultation shall be deemed waived if the teacher does not respond within seven days of the date a letter is mailed by the administration to the teacher concerning the change in any grade or evaluation.
7. All administrative or Board initiated correspondence shall be forwarded to concerned party's home address on file in the Board office from last school school day in June to first school day in September.

C. ASSOCIATION RIGHTS AND PRIVILEGES

1. The Board agrees to furnish to the Association in response to all reasonable requests such public records as are in the Board's possession, at a charge not to exceed the Board cost.
2. Association Privileges:
 - a. Upon arrival at the school and checking in at the office, representatives of the Association, New Jersey Education Association, National Education Association, and County Education Association, shall be permitted to transact official Association business on school property provided that this shall not interfere with or interrupt normal operations.
 - b. The Association and its representatives may use the school buildings for meetings. The principal of the building in question shall be notified via the conflict book in advance of the time and place of all such meetings.

Arrangements for meetings at extraordinary times will have prior approval of the principal and the Association agrees to reimburse the Board for any extra custodial requirements.

Article IV Rights, Privileges and Obligations (continued)

C. Association Rights and Privileges (continued)

- c. A bulletin board will be provided in the Faculty Room for the exclusive use of the Association. The Association will be responsible for material posted.
- d. The Association shall be permitted the use of internal school mail facilities and the public address system after school hours for routine announcements.
- e. The Association president may address the new faculty members on orientation day at a time agreed to in advance with the principal.
- f. The Association shall have the right to use school equipment in the building when such equipment is not otherwise in use. The Association shall pay for the cost of all materials and supplies incidental to such use and agrees to pay for any loss or damage to the equipment as a result of its usage.
- g. Whenever any representatives of the Association or any teacher is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceeding, conferences, or meetings, he/she shall suffer no loss in pay.
- h. The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the teachers.
- i. The president of the W.H.R.E.A. shall maintain a normal teaching load and homeroom; no extra duties or special assignments will be added.

ARTICLE V

GRIEVANCE PROCEDURE

A. DEFINITION

1. A grievance is a claim by a teacher or the Association based upon the interpretation, application or violation of this Agreement, administrative decision, or Board policies affecting a teacher or a group of teachers.
2. An "aggrieved person" is the person or persons making the claim.
3. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve this claim.
4. The term grievance and the procedure relative thereto shall not be deemed applicable to the following instances:
 - a. Non-renewal of non-tenure teachers.
 - b. Matters where the Board is without authority to act.
 - c. Matters in which the Board maintains sole and unlimited discretion.
 - d. Withholding of increments.
 - e. Matters where a method of review is prescribed by law or by any rule, regulation, or by-law of the Commissioner of Education or the State Board of Education.

B. PURPOSE

1. The purpose of the procedure is to determine, at the lowest possible level, the rights of the parties under the contract or, in the case of administrative decisions or Board policies, solutions to problems which may from time to time arise affecting the welfare or terms and conditions of employment of teachers.

Article V Grievance Procedure (continued)

B. Purpose (continued)

2. Nothing herein contained shall be construed as limiting the right of any teacher having a problem to discuss the matter informally with any appropriate member of the administration and having the problem adjusted without intervention of the Association.
3. A teacher or a group of teachers who, in person, by letter, or by petition, appeal directly to the Board of Education for redress of an alleged wrong or violation of the contract agreement, thereby bypassing the grievance procedure outlined in this Article, forfeit the right to use this grievance procedure on the same problem or complaint at a later date.

C. PROCEDURE

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expediate the process. The time limits specified may, however, be extended by mutual agreement.
2. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.
3. Failure at any level of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved person to proceed to the next level. Failure at any level of this procedure to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.

4. Actual Grievance Redress Procedure

a. Level One

A teacher with a grievance shall first discuss it with his principal or immediate superior, with the objective of resolving the matter informally. Action by the aggrieved person must be initiated within thirty (30) calendar days from the date of occurrence.

4. Actual Grievance Redress Procedure (continued)

Members of the Special Services Department with a grievance shall first discuss it with the Superintendent or the Director of Special Services.

b. Level Two

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, or if no decision has been rendered within five (5) school days after presentation of the grievance, he/she may file his/her grievance in writing with the principal on the forms provided. The principal shall communicate his/her decision in writing with reasons, to the employee within ten (10) school days of receipt of the written grievance.

Members of the Special Services Department shall submit level Two grievances to the Director of Special Services who shall communicate his/her decision in writing with reasons, to the employee within ten (10) school days of receipt of the written grievance.

c. Level Three

The employee not later than five (5) school days after receipt of the principal's decision may appeal the principal's decision to the superintendent of schools. The appeal to the superintendent must be made in writing on the form provided, stating reasons for the appeal. The superintendent shall communicate his/her decisions in writing with reasons to the employee and the principal within ten (10) school days of the receipt of the appeal.

Members of the Special Services Department not later than five (5) school days after receipt of the Director's of Special Services' decision may appeal the Director's decision to the superintendent of schools.

d. Level Four

If the grievance is not resolved to the employee's satisfaction, he, no later than fifteen (15) school days after receipt of the superintendent's written decision, may request a review by the Board of Education. The request shall be submitted in writing on the form provided through the superintendent of schools who shall attach all related papers and forward the request of the request for review. The Board or a committee therefore shall review the grievance and shall, at the option of the board or the request of the grievant, hold a hearing with the employee and render a decision in writing with reasons, within thirty-one (31) calendar days of receipt of the grievance by the Board, or of the date of the hearing with the employee whichever comes later.

e. Level Five

1. A grievance to proceed to Level Five must be concerned with the interpretation or meaning or application of any of the provisions of this agreement.
2. In the event that the aggrieved person is not satisfied with the disposition of his grievance Level Four, or in the event that the Board does not render a decision within thirty-one (31) school days after the submission of the grievance to the Board, he may, within five (5) school days after either of the above, request in writing that the Association submit his grievance to advisory arbitration. If the Association determines that the grievance is meritorious, it may submit the grievance to advisory arbitration by so notifying the superintendent within five (5) school days after receipt of the request for submission from the aggrieved person.
3. The Board and the Association shall then attempt to agree on an arbitrator. If no agreement on an arbitrator is reached within three (3) calendar days of the time that the request of advisory arbitration is received by the superintendent, then either party may submit the grievance to arbitration under the Voluntary Arbitration Rules of the American Arbitration Association.
4. The arbitrator so selected shall confer with representatives of the Board and the Association and begin hearings as soon as can be arranged. He shall be restricted to considering only the question or questions submitted to him. The arbitrator shall have authority only to interpret and apply the terms of this Agreement and shall not have any authority to alter in any way the terms and conditions of this Agreement or to add any provisions thereto. The arbitrator shall issue his recommendations within thirty (30) calendar days after he has concluded the hearings.
5. The arbitrator's recommendations shall be in writing and shall set forth his findings of fact, reasoning, and recommendations only on the issue submitted.

6. If the Board rejects three (3) advisory arbitration awards rendered shall be binding on the parties. If this occurs then in section e(2) & e(3), all references to "advisory" arbitration shall be changed to "binding" and in e(4) & e(5) substitute the word "determination" for "recommendations."
7. Only the costs for the services of the arbitrator shall be borne equally by the Board and the Association.
8. Each party shall bear the total costs incurred by themselves.

D. REPRESENTATION

1. Any aggrieved person may be represented at all stages of the grievance procedure by himself and/or at his option by a representative selected or approved by the Association. However, the aggrieved person has the right to only one (1) representative at Level One.
2. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all formal stages of the grievance procedures.
3. Any grievance submitted by a group shall be presented by no more than three (3) representatives for the group.

E. MISCELLANEOUS

1. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file, and shall not be kept in the personal file of any of the participants.
2. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at any level of the procedure.
3. All teachers including the grievant must continue to follow administrative directives or Board policy regardless of a pendency of a grievance against directive until such time as a grievance is properly determined.

Article V - Grievance Procedure

4. No reprisals of any kind shall be taken by the Board or any member of the administration against an individual or individuals participating in the specified grievance of such participation.
5. After the grievance procedure has been exhausted the grievances may not be resubmitted provided the grievance procedure has been adhered to.
6. Voluntary termination of a teaching contract by a grievant terminates any unresolved grievance after the effective termination date.

GRIEVANCE REPORT

Grievance # _____ Watchung Hills Regional High School

Distribution of F

- 1. Superintendent
- 2. Principal
- 3. Association
- 4. Teacher

Submit to Principal or Immediate Superior
in Duplicate

<u>Building</u>	<u>Assignment</u>	<u>Name of Grievant</u>	<u>Date Filed</u>
-----------------	-------------------	-------------------------	-------------------

Step I (Level 2)

A. Date Cause of Grievance Occurred _____

B.1. Statement of Grievance _____

2. Relief Sought _____

(If additional space if needed
in reporting Sections #1 & 2,
attach an additional sheet)

Signature, Grievant	Date
---------------------	------

C. Disposition by Principal or Immediate Superior _____

Signature of Principal or Immediate Superior	Date
---	------

D. Position of Grievant and/or Association _____

Signature	Date
-----------	------

Step II and Step III are on second sheet.

Step II (Level 3)

A. Date Received by Superintendent or Designee _____

B. Disposition of Superintendent or Designee _____

Signature Date

C. Position of Grievant and/or Association _____

Signature Date

Step III (Level 4) Board of Education Review

A. Date submitted to Board of Education _____

B. Disposition of Board of Education _____

Signature of President Date of
of Board of Education Decision

Note: All provision of Article V of the Agreement dated _____, 19_____, shall be strictly observed in the settlement of grievances.

ARTICLE VI

SCHOOL CALENDAR

- A. The School Calendar for the term of this agreement shall be established by the Board.

- B. Prior to March 1st, the Association representatives shall meet with the Superintendent and make their recommendations concerning the school calendar. Final determination of the school calendar shall rest with the Board after consultation with the Association, as well as amendment thereof for good reason, subject to the right of the Association to seek clarification and make recommendations.

- C. The school year shall be 10 calendar months, extending from approximately September 1st to June 30th. In no case will this exceed 187 days of which 184 are student days.

- D. The first day of school, the last day of school and the day of "Back to School Night" shall be half-days.

- E. Guidance Counselors shall work five additional days during the summer and may take five vacation days when school is in session at a time approved by the principal.

ARTICLE VII

TEACHING HOURS AND TEACHING LOAD

- A. Teachers shall indicate their presence for duty by entering their initials on arrival in the appropriate column of the Faculty sign-in roster. The same procedure shall be followed in signing out after they have fulfilled those professional responsibilities which require their remaining at their schools.
- B. All teachers shall have a duty-free lunch period of at least twenty-five (25) minutes, but thirty (30) minutes wherever possible, excluding passing time.
- C. Teachers who wish to leave the building during their unassigned period shall notify the principal or in his absence his secretary, and sign out on leaving and on return. This privilege is subject to revocation by the principal for any abuse of any individual after an initial written warning of a violation has been given to the individual teacher involved.
- D. The present length of the school day and the length of periods shall remain in effect unless there is a change in the Board's contractual schedule. If such a change is required the subject shall be discussed with the Association, and failing agreement shall be referred forthwith to the final step of the grievance procedure, Article V, Paragraph C. 4e (3), for expedited handling, with a recommendation to be made within 10 days of the hearing thereon.
- E. Teachers are expected to attend one faculty meeting per month and no more than one (1) department meeting per month over and above orientation meetings or special inservice training meetings.
- F. The preliminary agenda for any faculty meeting shall be posted on the Association bulletin board one (1) day prior to the meeting except in an emergency. Teachers may suggest additional items. Meetings shall be no more than ninety (90) minutes.
- G. Teachers will be expected to give the necessary professional time as individuals or members of committees to meet the requirements for periodic evaluation by the State Department and the Middle States Association of Secondary Schools and Colleges.

Article VII - Teaching Hours and Teaching Load

- H. An Association representative may make a routine announcement or hold a meeting at the end of the agenda at any faculty meeting.
- I. Assignment of teachers to extra-curricular activities shall be distributed equitably among all teachers.
- J. The rate of pay for personnel holding extra-service contracts shall be in accordance with Schedule B.
- K. Full-time teachers shall have each week 25 class assignments, 5 teacher preparation periods and 5 administrative supervisory assignments. There may be included in the administrative supervisory assignments, at the option of the superintendent, assignments to professional or educational duties.
- L. Teachers shall not teach more than three preparations to be defined as subjects, e.g., biology, chemistry, physics.
- M. There shall be a straight seven period schedule. The present length of the school day will not be altered (6 hours and 35 minutes).
- N. Full-time English teachers shall teach five classes. Half-time English teachers shall teach three classes.

ARTICLE VIII

EDUCATIONAL COUNCIL

- A. A joint educational council shall continue for the duration of the Agreement. It shall consist of three (3) members of the Board, one (1) of whom shall be the Superintendent or his designee and three (3) teachers appointed by the Association. The council shall meet at least six (6) times, the first Wednesday of each month from October through May, except during December and January, or as the council may determine.
- B. There shall be a rotating chairman who will be responsible for preparing the agenda. All members of the council shall submit items they wish to discuss at least one (1) week in advance of the meeting.
- C. This council shall develop recommendations for consideration by the Administration and the Board on such matters as school calendar, teaching hours and teaching load, class size, educational specialists, non-teaching duties, teacher evaluation, teacher facilities, professional development and educational improvement, protection of teachers-students-and property, maintenance of classroom control and discipline, personal and academic freedom, books and other instructional materials, teaching techniques, curriculum improvement, extra-curricular programs, inservice programs, pupil testing and evaluation, philosophy and educational goals of the pupil testing and evaluation, philosophy and educational specifications for buildings, teacher responsibilities and other matters regarding the effective operation of the Watchung Hills Regional High School District.
- D. The primary function of the educational council is to recommend for the board consideration the establishment of policies and practices pertinent to the items suggested in Paragraph C. The council in preparing its recommendations for Board consideration shall provide written majority reports and minority reports, if any, pertaining to its recommendations.
- E. In arriving at its conclusions the council shall make use of available sources including but not limited to administration, cabinet, students, parents, etc. Council reports shall be transmitted to the Superintendent for transmittal to the Board and the Association.

Article VIII - Educational Council

- F. The non-acceptance of a recommendation is not subject to grievance.
- G. The council shall be empowered by majority vote to form sub-committees to study and render reports to the council concerning the topics suggested in Paragraph C.
- H. Meetings shall generally be held during evening hours, usually beginning at 7:30 P.M. The council, by majority vote, may invite the public to attend these conference sessions.

ARTICLE IX

NON-TEACHING DUTIES

- A. Teachers shall not be required to drive students to activities which take place away from the school building. A teacher may do so voluntarily, however, with the advance approval of his principal or supervisor.

- B. Teachers shall not be required to chaperone events not associated with extra-service contracts.

ARTICLE X

TEACHER EMPLOYMENT

- A. Each newly hired teacher shall be placed at the step on the salary guide as the board in its sole discretion shall determine, provided, however, that every teacher shall be given employment credit for military service in accordance with the provisions of N.J.S.A. 18A: 29-11. Full credit shall be given upon initial employment for:
 - a. All military experience up to four years;
 - b. Pertinent teacher related experience in Peace Corps, Vista, or National Teacher Corps;
 - c. Actual time spent in teaching on the Fulbright Scholarship;
 - d. Previous outside teaching experience in a duly accredited school.
- B. Teachers with previous teaching experience in the Watchung Hills Regional High School District, upon returning to the system, shall receive full credit on the salary schedule as set forth in A. above.
- C. Unused sick leave days previously accumulated at Watchung Hills Regional High School will be restored to all returning teachers.
- D. Teachers shall be notified of their contract status, salary status and pay schedule for the ensuing year by April 30.

ARTICLE XI

SALARIES AND FRINGE BENEFITS

- A. The salaries of all teachers covered by this agreement are set forth in Schedules A, B, and C which are attached hereto and made a part hereof.
1. Teachers may individually elect to have ten percent (10%) of their monthly salary deducted from their pay. These funds shall be paid to the teacher on the final pay day or according to a savings bank plan as requested by the teacher.
 2. Teachers employed on a ten (10) month basis are to be paid in twenty (20) installments.
 3. When a pay day falls on or during a school holiday, vacation, or weekend, teachers shall receive their pay checks on the last previous working day.
- B. Teachers achieving a higher salary level on the guide shall be compensated on that level from the date of completion of academic work provided that the official certification in the form of achievement report, transcript or notarized statements is provided. In any case, an official transcript will be submitted as soon as possible.
- C. Teachers shall receive sixty percent (60%) tuition payments for graduate study for all successfully (final grade of B or better and passing grade if no credit is given) completed and approved graduate up to eighteen (18) credits annually. Reimbursement shall be made twice a year (spring and fall). Fifty percent (50%) of courses must be in a subject related field.
- D. Insurance Coverage Provided for Teachers:
1. The Board will provide Comprehensive Blue Cross and Blue Shield with Rider J and M full Major Medical coverage under the plan provided by the State of New Jersey - Public School Employees' Health Benefit for all teachers and further the Board will pay the total premium cost for each teacher and their dependents for the Major Medical insurance coverage. The Board will provide coverage for the teachers and 100% of the cost of Blue Cross, Blue Shield and Rider J and M for dependents.
 2. The Board shall provide for each teacher upon enrollment a description of the health-care insurance coverage provided under this Article which shall include a clear description of conditions and limits of coverage.

Article XI - Salaries and Fringe Benefits (continued)

- D. 3. The Board shall provide 100% of the premium cost of dental coverage for employees only. (Delta-NJDSP or comparable plan agreed to by both parties.)
4. The Board shall provide in addition 25% of the premium cost of family dental coverage. (Delta - NJDSP or comparable plan agreed to by both parties.)
5. The Board shall provide a Long Term Disability Program as described on attached schedule D.
- E. Compensation for the use of a private automobile for authorized Board activities shall be 20¢ a mile.
- F. Teachers who are employed after the normal in-school work day to give home instruction and/or supplemental instruction to qualifying students shall be paid at the rate of \$16.00 per hour when authorized by the Board.
- G. Per Diem Pay: For services required before and after the school year, the salary payment shall be pro-rated on a monthly basis.
- H. The Board shall notify Guidance Counselors by May 15th if they are required to work during the summer months.
- I. The Board shall notify the Child Study Team by May 15th if they are required to work during the summer months. The Child Study Team should be paid in the same manner Guidance Counselors are.
- J. One-half time teaching staff employees shall be advanced on the salary guide one step for each year of experience. This change shall take effect for salaries to be paid in September, 1986.
- K. Teachers must certify annually the number of eligible dependents for coverage purposes.

ARTICLE XII

TEACHER ASSIGNMENT

Each teacher shall be notified of his subject assignment for the forthcoming year prior to the last day of school. If a change in assignment is required, the affected teacher will be notified prior to the change and the teacher whose assignment is being changed shall have a right to meet with the Superintendent to express his/her views on the change in assignment. The Association will also be informed. In addition, the Association will be given, no later than May 15th, a copy of the preliminary subject assignment used in the initial computer run provided that the department heads will have submitted their subject recommendations no later than May 1st. A final teaching schedule will be provided to each teacher as soon as available and in no case later than the opening day of school.

ARTICLE XIII

TRANSFERS AND PROMOTION OF PERSONNEL

- A. Notice of vacancies and promotional opportunities within the school district shall be posted by the Board and a copy of each such notice shall be forwarded to the Association on the same day the notice is posted.

Teachers interested in applying for any of these vacancies may indicate their interest in writing to the Superintendent within ten (10) days of submission of the notice to the Association. Such positions shall not be filled during this ten (10) day period.

Teachers who wish to be informed of vacancies and promotional opportunities which may occur during the summer months shall leave a statement to that effect for the Superintendent prior to the close of school in June so notice of vacancies and promotional opportunities can be mailed to them. In addition, all notices of vacancies which occur during the summer months shall be mailed to the President and First Vice-President of the Association. Upon receipt of this notice of vacancies or promotional opportunities, the teacher should phone immediately about his interest in this position and then apply formally by return mail.

Notice of the selection of the successful candidates will be sent directly to all applicants and the Association.

- B. Summer School - teachers interested in summer school positions may apply in writing to the summer school director before April 1st.
- C. Teachers may request a transfer within the school district or a change in instructional and/or grade level assignments within the scope of their certificates by notifying their department head and school principal in writing prior to February 15th for the following school year.
- D. Notice of an involuntary reassignment or transfer will be given to the teacher involved as soon as practical.

ARTICLE XIV

TEACHER EVALUATION

Supervision and Evaluation Procedure

- A. Educational Objectives: A printed list of general educational objectives for the staff member will be distributed, clarified, and discussed before the end of September of each year. Departmental objectives should be printed, distributed, and discussed at a department meeting before the end of September each year.
- B. The procedures set forth in this Article XIV shall not apply to guidance counselors, librarians, school nurse, and child study team members. Evaluation procedures for these employees are to be negotiated.
- C. Evaluation procedures as described below will be carried out yearly for each staff member. Evaluation of a staff member will include the minimum stated below.
- D. A conference will follow each observation. Staff member and evaluator may discuss data collected for that observation. Additional comments may be added at this time. Strengths observed should be noted and reinforced. For weaknesses observed, a goal list should be written cooperatively by staff member and evaluator, with time specified for improvement. In the event of a satisfactory observation - after which neither evaluator nor staff member see the need for a formal conference - the conference may be brief and informal, as long as both parties are satisfied nothing more need be said at this time.
- E. Data collected on a staff member by the chairperson will be kept by the administrator in his office for each staff member assigned to him for evaluation.

Forms to be used by evaluators and staff will be furnished to staff members prior to any observation or evaluation.

The following forms will be used by evaluators and staff members:

1. Observation Form
The evaluator will use one of these forms to jot down observations, questions, etc. during or immediately after an observation. He/she may use specifics noted on these forms as the bases for ratings and comments and as the bases of conferences.

Article XIV - Teacher Evaluation - (continued)

2. Summary Staff Evaluation Sheet for School Year

A final summary evaluation will be written by the evaluator and signed, with or without comments regarding observations, conferences, omissions, etc. by the staff member. This final summary evaluation will be in triplicate: one shall be given to the staff member, one to the principal for recommendation regarding reemployment, and one shall be placed in the individual's personnel folder kept in the Board office. (If the final evaluation is unfavorable, copies of supporting data from the teacher's folder may be forwarded to the principal with the summary evaluation forms.) Thus, at the end of any school year, each staff member will have at least one summary evaluation in his/her personnel folder in the Board office.

- F. Staff Evaluation Minimums: Evaluation of staff members shall include as many formal and informal observations by subject supervisor and administrator as may be reasonable and necessary. A planned observation (i.e., one for which the staff member has advance notice) may be encouraged, but will not be less than the minimum hereafter stated or set forth.

The following minimum number of observations will be made:

1. Non-tenured staff member:

- a. At least one unannounced observation before the end of the first marking period, followed by a conference and possible goal-setting.
- b. At least two more observations - one planned - each followed by a conference and possible goal-setting. The first of these observations will be before the end of the second marking period.
- c. Whenever goal-setting occurs, a follow-up observation will be held to check on progress in meeting goals.

2. Tenured staff member:

At least two observations - one unannounced and one planned - the first being before the end of the first semester. Both followed by conferences and possible goal-setting. If by March 1st the subject supervisor recognizes less than satisfactory performance, at least one more observation evaluation is required.

Article XIV - Teacher Evaluation (continued)

For both non-tenured and tenured staff, follow-up planned observation and conference will be held if goals were set at the first conference. The staff member should be advised of the date as required.

A staff member who needs reassurance and/or assistance should invite a subject supervisor/administrator to observe a particular class; subject supervisor/administrator should acknowledge such invitations.

Staff members will undertake self-evaluation in connection with stated teaching objectives.

ARTICLE XV

SICK LEAVE

- A. Commulative sick leave - as defined in the New Jersey Statutes annotated 18A:30-1.
1. Ten days absence for personal illness with full pay in any school year (18A:30-2) for ten (10) month employees. Twelve (12) days for twelve month employees.
 2. Unused days of sick leave shall be accumulative without limit, beginning from the date of the teacher's continuous employment by the Board. 18A:30-3, 3.1.
- B. In all absences under this section exceeding five (5) consecutive school days, the teacher must file a physician's certificate with the principal of the school.
- C. A teacher shall notify an individual designated by the administration of unavailability for work as soon as possible, but in no case later than 7 A.M. on the day of the anticipated absence, except in the case of an emergency.
- D. By October 1st of each year all teachers shall be given a written accounting of accumulated sick-leave days as of June 30th of that calendar year.
- E. Payment of Unused Sick Leave Upon Retirement:

Eligibility: All full-time employees who have accumulated a minimum of forty (40) unused sick days at the time of retirement from the district and are eligible for pension benefits as defined by Title 18A:66-1 et seq. "Teacher Pension and Annuity Fund" or "Public Employees Retirement System" shall be entitled to be paid in a lump sum upon retirement in an amount to be determined in accordance with the provisions of this paragraph.

Exceptions: No employee shall be entitled to payment of this benefit upon returning from a leave of absence, other than sick leave, until said employee has completed a minimum of ten (10) months work.

Benefit: Each eligible employee shall receive \$30 for each unused sick day but not to exceed a maximum of sixty (60)

ARTICLE XVI

TEMPORARY LEAVES OF ABSENCE
PERSONAL LEAVES

A. ILLNESS IN THE FAMILY

Where personal presence is advisable because of critical illness in the teacher's immediate family, absences may be allowed with pay for five (5) school days in each school year. Additional time with pay may be granted in special emergencies at the discretion of the Superintendent.

B. DEATH

Absences due to death in the teacher's immediate family may be allowed with pay for a period not exceeding five (5) school days in each case.

In the event of the death of a teacher or student in the Watchung Hills Regional high School District, the principal or immediate supervisor of said teacher or student may grant to an appropriate number of teachers sufficient time off to attend the funeral.

C. QUARANTINE

Absences due to quarantine on account of a contagious disease when such quarantine is not due to personal illness shall be allowed with pay, provided that a certificate from the health office of the community or a physician is filed with the principal.

D. PERSONAL REASONS

1. Absences for personal reasons may be granted with pay for good cause when approved in advance by the principal. Except in cases of emergency, applications must be made to the principal or his designated representative at least 3 days before the date on which the absence is requested. Weddings and honeymoons should be planned to coincide with vacations.
2. In addition one (1) day of absence for personal business will be granted with the limits specified below:
 - a. No such day will be granted on a school day immediately preceding or following a vacation or holiday.
 - b. No more than 2% of the teachers shall be permitted such leave on any given day. Priority will be established in the order of requests received.

Article XVI - Temporary Leaves of Absence; Personal Leaves
(cont.)

3. If the accumulated absences of a teacher, including absence for illness, exceed fifteen (15) days in any one year, all absences for personal reasons are temporarily suspended until the principal can review the case in terms of the instructional program for the students in the teacher's classes.

E. PROFESSIONAL REASONS

Up to two (2) days may be granted for the purpose of visiting other schools or attending meetings or conferences of an educational nature. This request must be made in writing to the principal--stating reasons for attendance, benefits to be gained, and including a letter of invitation from the school to be visited. If permission is granted by the principal, the attending teacher must present a report of the visitation upon his return. If the principal feels that the the benefits gained from a visitation will be of interest to the entire faculty, he may require a written report.

F. COURT ORDER

Absences from school by reason of subpoena by any court with jurisdiction shall be allowed with pay.

G. MILITARY

Absences for examination for Military Service shall be allowed with pay.

Leave of absence with pay for for organized militia duty or reserve training shall be given according to State law.

H. OTHER LEAVES

Other leaves of absence with pay may be granted by the Board.

Leave taken pursuant to this Article shall be in addition to any sick leave except as indicated in D-3 in this Article.

ARTICLE XVII

EXTENDED LEAVES OF ABSENCE

- A. A leave of absence without pay of up to two (2) years may be granted to any teacher who joins the Peace Corps, or serves as an exchange teacher or overseas teacher, and is a full-time participant in such programs, or accepts a Fulbright Scholarship.
- B. A teacher on tenure may be granted a leave of absence without pay for one (1) year to teach in an accredited college or university.
- C. No more than 3% of the faculty shall be granted leaves for A and B above at any one time.
- D. Military leave without pay shall be granted to any teacher who is inducted or enlists in the armed forces of the United States in accordance with the New Jersey statutes.
- E. A leave of absence without pay of up to one (1) year may be granted for the purpose for a sick member of the teacher's immediate family. Additional leave may be granted at the discretion of the Board. No increment, experience or credit will be granted, nor shall such time count toward the fulfillment of the time requirements for acquiring tenure.
- F.
 - 1. A tenure teacher may request a child care leave without pay and the said leave shall be granted. The effective date and the duration of the leave shall be mutually agreed upon by the Superintendent and the teacher. Early notification of the Superintendent is desirable for replacement purposes.
 - 2. Any tenure teacher adopting an infant child shall receive similar leave which shall commence upon receiving de-facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption. The Superintendent must be notified as soon as adoption is applied for and kept up to date on status.
 - 3. Requests for the above leaves for non-tenure teachers will be handled on an individual basis.
 - 4. Only accumulated sick leave as prescribed by law will apply.
- G. The Board shall grant a leave of absence to any teacher to serve in public office in accordance with the law, Title 18A: 6-8.1, 8.2. No increment experience or credit will be granted for this leave nor shall such time count toward fulfillment of the time requirements for tenure purposes.

Article XVII - Extended Leaves of Absence

- H. All requests, extensions or renewals of extended leaves shall be applied for in writing. The Superintendent shall give written notification of the Board's decision to the teacher requesting the extension of the leave.
- I. A teacher on tenure shall be entitled to a one year leave of absence without pay, subject to the following conditions:
1. A tenured teacher will be entitled to such leave only after having been employed by the Board for seven years.
 2. An application requesting a leave under this provision must be submitted by the teacher to the Superintendent not later than March 1 of the school year immediately preceding the school year during which the teacher requests to be on leave of absence.
 3. A leave of absence under this paragraph shall not be given to more than 3% of the total teaching staff in any year. The total teaching staff for purposes of this paragraph shall be determined as of March 1, the date by which applications are to be submitted.
 4. In the event applications are submitted for extended leave of absence by more than 3% of the total teaching staff, the teachers to be given the extended leave of absence shall be determined on the basis of those who submitted their applications first. The Superintendent shall maintain a file of requests for extended leaves of absence and the date and time each application is received in the office of the Superintendent shall be recorded on the application and placed in the extended leave file. In the event two or more teachers submit requests at the same time, for purposes of breaking a tie the teacher with the greatest longevity in the district will be granted the leave of absence.
 5. Applications for extended leave of absence may be submitted to the Superintendent commencing on the first day all teachers are required to be present for work. No applications will be accepted prior to that date.

ARTICLE XVIII

SABBATICAL LEAVE

The following regulations govern the granting of a sabbatical year for the teachers:

- A. Any teacher who has served in the district for a period of not less than seven (7) years may on recommendation of the Superintendent be granted by the Board a leave of absence for a period of time up to one year for the purpose of professional improvement through study or travel. The Board shall be entitled to deny any request for sabbatical leave for budgetary reasons.
- B. The teacher's request for a sabbatical should outline in detail the proposed professional improvement plan for Board review. The initial request for a sabbatical shall be made prior to November 1 of the school year previous to the year for which the leave of absence is desired. Final details shall be submitted by December 1 and shall be approved or rejected by February 15. The number of teachers that shall be permitted to take sabbatical leave in any one year shall not exceed 4% of the total teaching staff unless the Board finds that unusual conditions make additional leaves desirable. Purpose, date of application, and service will be factors in determining the number of grants within the budgetary limits for that year.
- C. During this sabbatical period such teacher agrees not to engage in any employment for remuneration without the approval of the Superintendent. In the event that a scholarship stipend is part of the sabbatical arrangements, the total cash remuneration (stipend plus sabbatical salary) may not exceed the regular annual salary of the teacher.
- D. During this leave of absence (sabbatical) the teacher shall continue in the employ of the Board and shall receive an annual compensation equal to three fourths of his annual salary for that year (except as provided in C above). From this compensation shall be made the regular deductions for the Teachers Pension and Annuity Fund and such other deductions that are required by law or that have been requested by the teacher.
- E. As a condition for the granting of this sabbatical the teacher shall enter into a contract with the Board to continue in service for a period of at least two (2) years after the expiration of the leave of absence. Upon failure to continue, the teacher may be required to repay to the Board a sum bearing the same ratio to the amount of salary received while on sabbatical to that of the unfulfilled portion of the sabbatical contract.
- F. Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of his absence.

ARTICLE XIX

SUBSTITUTES

- A. Since it is mutually agreed that the absence of a teacher may have an effect on the quality of instruction, it is agreed that teachers shall have lesson plans and seating charts available for substitutes except in the case of an emergency.

- B. It is desirable for each teacher to have an uninterrupted preparation period each day. In those cases where a regular substitute is not available, a teacher may be assigned to serve as a substitute . If a teacher is asked to give up preparation period, the teacher will be paid \$8.25 for each period during which the teacher serves as a substitute teacher.

ARTICLE XX

PROFESSIONAL DEVELOPMENT AND
EDUCATIONAL IMPROVEMENT

- A. The Board agrees to pay the full cost of tuition and other approved expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions, or other such sessions which a teacher is required by the administration to take.
- B. The Board agrees to pay the expenses (including fees, meals, lodging and/or transportation) incurred by teachers who request permission and receive approval for attendance at workshops, seminars, conferences, in-service training sessions or other such sessions. These expenses must be itemized for approval by the principal no later than one (1) week after the return to school.

ARTICLE XXI

PROTECTION OF TEACHERS, STUDENTS, AND PROPERTY

Teachers shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health or safety.

The protection of the teacher in an event of injury or other action against his person is covered by legislation. The insurance is maintained in accordance with the statutes.

ARTICLE XXII

MISCELLANEOUS PROVISIONS

- A. This Agreement constitutes a Board policy for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.
- B. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- C. In recognition of the fact that orderly channels have been established for the peaceful and just settlement of all disagreements concerning this agreement, the Association, therefore, agrees not to undertake any work stoppages or slowdowns concerning any dispute.
- D. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- E. Copies of this Agreement shall be reproduced at the expense of the Board, which shall then be presented to all teachers now employed or hereafter employed by the Board. By mutual agreement, copies shall be printed at the expense of the Board (50%) and the Association (50%) within sixty (60) days after the Agreement is signed, which shall then be presented to all teachers now employed and hereafter employed during the term of this contract.
- F. Wherever any agreement violation notice is required to be given by either of the parties to this Agreement to the other pursuant to the provision(s) of this Agreement, either party shall do so by telegram or by registered letter, or by receipted notification, at the following addresses:
 - 1. If by Association, to Board, at 108 Stirling Road, Warren, N.J., 07060.
 - 2. If by Board, to Association, at 108 Stirling Road, Warren, N.J., 07060.
- G. The Board agrees not to negotiate concerning said employees in the negotiation unit as defined in the article entitled "RECOGNITION" of this Agreement, with any organization other than the Association for the duration of this Agreement; unless the Association fails to comply with Article I.-B.

Article XXII - Miscellaneous Provisions (continued)

- H. The parties hereto have agreed that certain subjects which were included in the collective bargaining agreement between the parties which terminated June 30, 1980, were not negotiable by reason of the decision of the Supreme Court of New Jersey in Ridgefield Park. the following paragraphs of the Agreement which terminated June 30, 1980 are those which have been removed for reasons of nonnegotiability:

Article XII (B)

Article XII (C)

Article XIII (D) (first sentence and second sentence after the word "practical")

It is agreed that if there is a change in the law during the term of this Agreement which would make negotiable any of the foregoing subjects, the provisions covering any such subjects will automatically be resurrected and made a part of this Agreement as of the effective date of such change in the law.

- I. If the Board decides to reduce its staff, it shall determine the tenured teachers who are to be released in the manner provided in N.J.S.A. 18A:28-9 through 14, as the same may be amended, and N.J.A.C. 6:3-1.10, and any other applicable statutes and regulations. The Board shall give the Association a copy of the seniority list for tenured teachers. In the event of a reduction in force because of a decrease in enrollment or for reasons of economy resulting in the loss of a job for a nontenured teacher, the Board shall notify the Association of the reduction in force following the Board's decision. The notification shall contain a list of the positions to be reduced and the teachers selected for reduction. Each teacher facing reduction also will be given notice. The Superintendent will meet within ten (10) school days with the Association if the Association requests such a meeting to review and explain the Board's decision.
- J. Due to the litigation involving the Child Study Team currently in progress, the Association has presented no proposal on their behalf. The Association reserves the right to introduce such a proposal at the conclusion of the litigation.

The Board does not waive the right to negotiate the terms and conditions of employment for a part-time Child Study Team. The Association and the Board agree to continue negotiations concerning the terms and conditions of employment for a part-time Child Study Team.

ARTICLE XXIII

DEDUCTION FROM SALARY

The Board agrees to deduct from the salaries of its teachers dues for the Watchung Hills Regional Education Association, the Somerset County Educational Association, the New Jersey Education Association and the national Education Association as said teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 311, Public Laws of 1967 (N.J.S.A. 52:14-15,9e) and under rules established by the State Department of Education.

WATCHUNG HILLS REGIONAL HIGH SCHOOL

EXTRA SERVICE COMPENSATION

1986-87

1987-88

1. The compensation unit shall be \$170.00 unless modified by an arbitration award in a pending matter.
2. Initial placement within this range may include consideration of previous related experience in Watchung Hills Regional High School and other schools and the competitive costs of special talent and skills at the time of appointment.
3. Annual increments will be based on the compensation unit within the range.
4. Creditable performance will receive one unit annually within the stated range.
5. Meritorious performance will receive part or a whole unit above the annual increment and within the stated range.

<u>ACTIVITY</u>	<u>RANGE</u>	
	<u>MINIMUM</u>	<u>MAXIMUM</u>
Athletic Trainer (per season)	9	- 13
Baseball		
Head	11	- 16
Assistant	9	- 13
Basketball		
Head (Boys)	14	- 20
Head (Girls)	14	- 20
Assistant (Boys)	9	- 13
Assistant (Girls)	9	- 13
Cross Country		
Head (Boys)	9	- 13
Head (Girls)	9	- 13
Faculty Advisor & Equipment Manager		
Field Hockey		
Head	11	- 16
Assistant	9	- 13

SCHEDULE - C- (continued)

WATCHUNG HILLS REGIONAL HIGH SCHOOL

EXTRA SERVICE COMPENSATION

1986-87
1987-88

<u>ACTIVITY</u>	<u>RANGE</u>	
	<u>MINIMUM</u>	<u>MAXIMUM</u>
Football	15	- 22
Head	10	- 14
Assistant	9	- 13
Golf	9	- 13
Physical Fitness Intramurals (per season)	4.5	
Softball		
Head	11	- 16
Assistant	9	- 13
Swimming		
Head	9	- 13
Assistant	7	- 11
Tennis		
Head (Boys)	9	- 13
Head (Girls)	9	- 13
Track		
Head (Boys)	11	- 16
Head (Girls)	11	- 16
Assistant	9	- 13
Wrestling		
Head	11	- 18
Assistant	9	- 13
Academic Team	3	- 5
Advisor (Class)	14	- 16
All School Council Advisor	5	- 8

SCHEDULE - C-(continued)

WATCHUNG HILLS REGIONAL HIGH SCHOOL

EXTRA SERVICE COMPENSATION

1986-87

1987-88

<u>ACTIVITY</u>	<u>RANGE</u>	
	<u>MINIMUM</u>	<u>MAXIMUM</u>
Arrowhead		
Editor	9	13
Business Advisor	3	5
Band Director	11	16
Assistant Band Director (Twirlers)	5	8
Cheerleader Advisor (per season)	5	8
Color Guard	5	8
Computer Lab Supervisor (per season)	4.5	
Computer Specialist	5	8
Dramatics		
Advisor	11	16
Technical Director	6	10
Drill Team	5	8
Folio Editor	5	8
Future Problem Solvers	3	5
Math Team	3	5
School Store Advisor	5	8
Ski Club	2	3
Teachers' Services - Athletic Events	\$16.00	
Yearbook		
Editor	9	13
Business Advisor	3	5

ARTICLE XXIV

AMENDMENT AND DURATION OF CONTRACT

- A. In the negotiations leading to the signing of this contract all parties interested had the right and opportunity to discuss all matters which may be the subject of collective bargaining. This Agreement constitutes the entire understanding of the parties. During the term of this agreement, neither party shall be obligated to bargain with respect to any subject or matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either party at the time of negotiation or execution of this Agreement.
- B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
- C. This Contract, except for salaries, other monetary items, and as provided in Article VII-D, shall remain in full force and effect from July 1, 1986 to June 30, 1988 subject to the Association's right to initiate negotiations over a successor Agreement as provided in Article II.
- D. This Agreement shall not be extended and it is expressly understood that it will expire on the date indicated except as provided in paragraph E below.
- E. If at the time this Agreement would otherwise terminate the the parties are negotiating for a new Agreement, the terms and conditions hereof shall continue in effect so long as such negotiations voluntarily continue, and any new Agreements may be make retroactive to the date the Agreement would otherwise have terminated.

SIGNED AND ACCEPTED THIS Feb 9 DAY OF 1986 1987

FOR THE BOARD OF EDUCATION

FOR THE EDUCATION ASSOCIATION



EWALD FRIEDRICH
PRESIDENT - WRRHS

THEODORE LATHAM
PRESIDENT - WAREA

WATCHUNG HILLS REGIONAL HIGH SCHOOL

Schema for Guide Progression

<u>1985/86</u>	<u>1986/87</u>	<u>1987/88</u>
0	1	1
1	2	2
2	3	2
3	4	3
4	5	4
5	6	5
6	7	6
7	8	7
8	9	8
9	10	9
10	11	10
11	12	11
12	13	12
13	14	13
14	15	13
15	16	14
16	17	15
17	18	16
18	19	17
19	20	18
20	20	18
21	20	18
22	20	18
23	20	18
24	20	18
25	20	18
26	20	18
27	20	18
28	20	18
29	20	18
30	20	18

WATCHUNG HILLS REGIONAL HIGH SCHOOL
BOARD OF EDUCATION

TEACHER'S SALARY GUIDE
1986 - 87

<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>	<u>MA + 60</u>
1	19,025	19,937	20,848	21,758	22,670	23,583	24,496
2	19,425	20,337	21,248	22,158	23,070	23,983	24,896
3	20,025	20,937	21,848	22,758	23,670	24,583	25,496
4	20,525	21,437	22,348	23,258	24,170	25,083	25,996
5	21,025	21,937	22,848	23,758	24,670	25,583	26,496
6	21,525	22,437	23,348	24,258	25,170	26,083	26,996
7	22,025	22,937	23,848	24,758	25,670	26,583	27,496
8	22,525	23,437	24,348	25,258	26,170	27,083	27,996
9	23,025	23,937	24,848	25,758	26,670	27,583	28,496
10	23,525	24,437	25,348	26,258	27,170	28,083	28,996
11	24,025	24,937	25,848	26,758	27,670	28,583	29,496
12	24,675	25,587	26,498	27,408	28,320	29,233	30,146
13	26,325	27,237	28,148	29,058	29,970	30,883	31,796
14	27,325	28,237	29,148	30,058	30,970	31,883	32,796
15	28,225	29,137	30,048	30,958	31,870	32,783	33,696
16	29,125	30,037	30,948	31,858	32,770	33,683	34,596
17	30,125	31,037	31,948	32,858	33,770	34,683	35,596
18	31,075	31,987	32,898	33,808	34,720	35,633	36,546
19	32,225	33,137	34,048	34,958	35,870	36,783	37,696
20	36,515	37,427	38,338	39,248	40,160	41,073	41,986

Increments - Recommended annually on the basis of satisfactory performance.

Tuition Payments for Graduate Study - 60% for all successfully completed and approved graduate courses up to 18 credits annually.

Dental Coverage - 100% of premium cost for employee
25% of premium cost for family.

Family Plan for Medical Insurance - 100%

WATCHUNG HILLS REGIONAL HIGH SCHOOL
BOARD OF EDUCATION

TEACHER'S SALARY GUIDE
1987 - 88

<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>	<u>MA + 60</u>
1	21,599	22,511	23,422	24,332	25,244	26,157	27,070
2	22,299	23,211	24,122	25,032	25,944	26,857	27,770
3	23,099	24,011	24,922	25,832	26,744	27,657	28,570
4	23,599	24,511	25,422	26,332	27,244	28,157	29,070
5	24,099	25,011	25,922	26,832	27,744	28,657	29,570
6	24,599	25,511	26,422	27,332	28,244	29,157	30,070
7	25,099	26,011	26,922	27,832	28,744	29,657	30,570
8	25,599	26,511	27,422	28,332	29,244	30,157	31,070
9	26,099	27,011	27,922	28,832	29,744	30,657	31,570
10	26,599	27,511	28,422	29,332	30,244	31,157	32,070
11	27,249	28,161	29,072	29,982	30,894	31,807	32,720
12	29,399	30,311	31,222	32,132	33,044	33,957	34,870
13	30,799	31,711	32,622	33,532	34,444	35,357	36,270
14	31,699	32,611	33,522	34,432	35,344	36,257	37,170
15	32,699	33,611	34,522	35,432	36,344	37,257	38,170
16	33,649	34,561	35,472	36,382	37,294	38,207	39,120
17	34,799	35,711	36,622	37,532	38,444	39,357	40,270
18	39,089	40,001	40,912	41,822	42,734	43,647	44,560

Increments - Recommended annually on the basis of satisfactory performance.

Tuition Payments for Graduate Study - 60% for all successfully completed and approved graduate courses up to 18 credits annually.

Dental Coverage - 100% of premium cost for employee
25% of premium cost for family.

Family Plan for Medical Insurance - 100%