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AGREEMENT

THIS AGREEMENT, entered into this 10th day of December, in the year One Thousand Nine Hundred and Sixty-eight.

BETWEEN

THE BOARD OF EDUCATION OF THE WEST MORRIS REGIONAL HIGH SCHOOL DISTRICT, a body corporate,

hereinafter called THE BOARD,

AND

THE WEST MORRIS EDUCATION ASSOCIATION, a non-profit New Jersey corporation,

hereinafter called THE ASSOCIATION

WITNESSETH:

WHEREAS, The Board and The Association, in accordance with Chapter 303 of Public Laws of 1968, have met and negotiated in good faith the terms and conditions of salary of the teachers in the West Morris Regional High School District for the school years 1969-70 and 1970-71; and

WHEREAS, as a result of the aforesaid negotiations, certain terms and conditions have been agreed upon;

NOW, THEREFORE, it is hereby agreed by and between The Board and The Association as follows:

ARTICLE I - SALARY SCALE FOR THE SCHOOL YEAR 1969-70

A. The Board and The Association hereby agree that the procedure utilized in building the basic scale for the school year 1969-70 shall be as follows:

<u>Step</u>	<u>Annual Salary</u>
1	\$6,700.00

~~NOT CIRCULATE~~

THIS BOOK DOES NOT CIRCULATE

- 2 Add \$100.00 to the first step
- 3 Add \$200.00 to the second step
- 4 Multiply the first step by .06 and
- thru add the resulting figure to the
- 15 third step, and to each succeeding
- inc. step up to the final step 15.

B. The basic scale for those at the Bachelor's degree level during the school year 1969-70, applying the formula set forth in Paragraph A. above, shall be as follows:

<u>Step</u>	<u>Annual Salary</u>
1	\$ 6,700.00
2	6,800.00
3	7,000.00
4	7,402.00
5	7,804.00
6	8,206.00
7	8,608.00
8	9,010.00
9	9,412.00
10	9,814.00
11	10,216.00
12	10,618.00
13	11,020.00
14	11,422.00
15	11,824.00

C. The Board and The Association hereby agree that the following amounts of money will be incorporated into the individual teacher's annual salary by adding the designated amount of money to the proper step of the basic salary scale above for the school year 1969-70:

To those holding a Bachelor's degree plus 16 credits, but less than 32 credits	\$ 400.00
To those holding a Bachelor's degree plus 32 credits or more, but not a Master's degree	800.00
To those holding a Master's degree or a Master's degree plus less than 15 credits	1,000.00
To those holding a Master's degree plus 15 credits or more, but less than 30 credits	1,400.00
To those holding a Master's degree plus 30 credits or more but not holding a Doctorate	1,800.00

To those holding a Doctorate with post-Doctorate credits 2,500.00

D. The Board hereby agrees to formally adopt the Salary Scale for 1969-70 as described in Paragraph A above, at a regular public meeting prior to February 4, 1969.

ARTICLE II - SALARY SCALE FOR THE SCHOOL YEAR 1970-71

A. The Board and The Association hereby agree that the following salary scale shall be the basic scale for those with a Bachelor's degree only during the school year of 1970-71:

<u>Step</u>	<u>Annual Salary</u>
1	\$ 7,000.00
2	7,100.00
3	7,300.00
4	7,720.00
5	8,140.00
6	8,560.00
7	8,980.00
8	9,400.00
9	9,820.00
10	10,240.00
11	10,660.00
12	11,080.00
13	11,500.00
14	11,920.00
15	12,340.00

B. The Board and The Association hereby agree that the following amounts of money will be incorporated into the individual teacher's salary for the school year 1970-71 by adding the designated amount of money to the proper step of the basic salary scale above:

To those holding a Bachelor's degree plus 16 credits but less than 32 credits	\$ 500.00
To those holding a Bachelor's degree plus 32 credits or more, or a Master's degree	1,000.00
To those holding a Master's degree plus 15 credits but less than 30 credits	1,500.00

To those holding a Master's degree plus 30 credits or over but not a Doctorate \$2,000.00

To those holding a Doctorate or a Doctorate with post-Doctorate credits 3,000.00

C. In the event the 1970-71 mean salary minimum for all Morris County public schools exceeds \$7,000.00 on the Bachelor's scale, the basic salary scale for the unit represented by The Association the following procedure will be followed:

(a) The County Superintendent of Morris County, a Board representative, and an Association representative, by agreement will determine the mean minimum salary for all Morris County Public Schools, and the first step of the 1970-71 basic scale will be established at the same figure as the mean minimum salary for all Morris County schools.

(b) Thereafter the same procedure will be utilized in building the basic scale for 1970-71 as was utilized for 1969-70, as follows:

- Step 2 Add \$100.00 to the first step
Step 3 Add \$200.00 to the second step
Step 4 Multiply the first step by .06
thru and add the resulting figure to
Step 15 the third step, and to each
inc. succeeding step up to the final
Step 15.

ARTICLE III - MEDICAL, SURGICAL, AND HEALTH BENEFITS

The Board hereby agrees to continue payment for the duration of this Agreement of 100% single coverage and 100% family coverage for all those individuals in the employ of The Board now participating, and all those who participate during the term of this Agreement, in the complete insurance program consisting of (1) Blue Cross; (2) Blue Shield; (3) Rider J; and (4) Major Medical.

ARTICLE IV -SCOPE OF AGREEMENT

It is hereby agreed and understood by and between The Board and The Association that this contract contains the result of negotiations in good faith of all the terms and conditions of the employment of The Association members related to salary, medical, surgical and health insurance, tuition reimbursement, additional salary for credits above Bachelor's degree, cost of living increases, and longevity steps, and The Association hereby agrees to be bound in the aforestated areas for the duration of this contract.

ARTICLE V - DURATION

This Agreement shall be terminated on the first day of July, 1971.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their proper corporate officers and caused their proper corporate seals to be hereto affixed, the day and year first above mentioned.

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

ATTEST:

BY _____
President

Muriel S. Wolfe, Secretary

THE WEST MORRIS EDUCATION ASSOCIATION

ATTEST:

BY _____
President

Secretary

2. The President of this Board is hereby authorized to execute the aforesaid Agreement, and the Secretary of this Board is hereby authorized to attest the same and affix the corporate seal thereto.