

A G R E E M E N T

THIS AGREEMENT, entered into this 22nd day of January in the year of One Thousand Nine Hundred and Seventy-four

BETWEEN:

THE BOARD OF EDUCATION OF THE WEST MORRIS REGIONAL HIGH SCHOOL DISTRICT, IN THE COUNTY OF MORRIS, NEW JERSEY, a body corporate

hereinafter called the Board,

AND

WEST MORRIS

EDUCATION ASSOCIATION

hereinafter called the Association,

WITNESSETH:

WHEREAS, the Board and the Association, in accordance with Chapter 303 of Public Laws of 1968, have met and negotiated in good faith the terms and conditions of salary of the teachers in the West Morris Regional High School District for the school year 1974-75; and

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

NOW, THEREFORE, in consideration of the mutual covenants, hereinafter contained, the parties hereto, for themselves, their successors and assigns, hereby agree as follows:

ARTICLE I. SALARY PACKAGE FOR THE SCHOOL YEAR 1974-75

A. The Board and the Association hereby agree to the following multiple ratio scale for those at the Bachelor's Degree level during the school year of 1974-75:

| <u>Step</u> | <u>Ratio</u> |
|-------------|--------------|
| 1 | 1.00 |
| 2 | 1.04 |
| 3 | 1.08 |
| 4 | 1.13 |
| 5 | 1.18 |
| 6 | 1.23 |
| 7 | 1.28 |
| 8 | 1.33 |
| 9 | 1.39 |
| 10 | 1.45 |
| 11 | 1.51 |
| 12 | 1.57 |
| 13 | 1.63 |
| 14 | 1.69 |
| 15 | 1.75 |

B. The Board and the Association hereby agree to a starting salary of \$9,050.00 for the 1974-75 school year. To determine the actual salary, multiply the Bachelor's minimum by the ratio on a given step.

(Example - Step 8 Ratio 1.33
x \$9,050.00
Salary \$12,037.00 = Bachelor's Degree level 1974-75 (See Schedule I - West Morris Regional High School District Board of Education Policy 4141.)

C. In determining the teacher's salary in any year, the increment, adjustment, or both, for that year may be withheld for inefficiency or other good cause upon the recommendation of the superintendent and a majority vote of all members of the Board of Education.

D. The Board and the Association agree that Differential shall be paid in accordance with Policy 4141.1. (See Schedule II - West Morris Regional High School District Board of Education Policy 4141.1)

E. All Extra-Curricular and Coaching stipends will be paid in accordance with West Morris Regional High School District Board of Education Policies 4141.4 and 4141.5. (See Schedules III and IV.)

F. All salary paid by the Board of Education - including Bachelor's Graduate, Extra-Curricular, Coaching, etcetera, may be included as the base salary to which each individual teacher receives pension benefits. Option to individual teacher.

G. 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 Major Medical.

TEACHERS' SALARY GUIDE 1974-75 - Effective July 1, 1974

| <u>RATIO</u> | <u>STEP</u> | <u>SALARY</u> |
|--------------|-------------|---------------|
| 1.00 | 1 | \$ 9,050 |
| 1.04 | 2 | 9,412 |
| 1.08 | 3 | 9,774 |
| 1.13 | 4 | 10,227 |
| 1.18 | 5 | 10,679 |
| 1.23 | 6 | 11,132 |
| 1.28 | 7 | 11,584 |
| 1.33 | 8 | 12,037 |
| 1.39 | 9 | 12,580 |
| 1.45 | 10 | 13,123 |
| 1.51 | 11 | 13,666 |
| 1.57 | 12 | 14,209 |
| 1.63 | 13 | 14,752 |
| 1.69 | 14 | 15,295 |
| 1.75 | 15 | 15,838 |

PROVISIONS:

1. Salaries of individual teachers will be established in accordance with this guide and the accompanying provisions governing its use.

2. Credit will be allowed for previous experience of entering teachers. The number of years credit shall be determined by the Board of Education and upon the recommendation of the superintendent.

3. The Board of Education will pay full single individual and Family insurance coverage for Blue Cross/Blue Shield Comprehensive with Rider "J" and Major Medical for all staff members working one-half time or more.

Those not accepting these plans will not be reimbursed the comparable amount in any other manner.

4. In determining the teacher's salary in any year, the increment, adjustment, or both, for that year may be withheld for inefficiency or other good cause upon the recommendation of the superintendent and a majority vote of all members of the Board of Education.

Policy adopted January 22, 1974.

SALARY DIFFERENTIAL - EFFECTIVE 1972-73 SCHOOL YEAR:

| | |
|---|-----------|
| To those holding a Bachelor's Degree plus 15 credits, but less than 30 credits. | \$ 500.00 |
| To those holding a Bachelor's Degree plus 30 credits or more but less than 45 credits (and not holding a formal Master's) | 1,000.00 |
| To those holding a Bachelor's Degree plus 45 credits or more but less than 60 credits (and not including a formal Master's) | 1,500.00 |
| To those holding a Bachelor's Degree plus 60 credits or more but not a formal Master's Degree | 2,000.00 |
| To those holding a Master's Degree or a Master's Degree plus less than 15 credits | 1,500.00 |
| To those holding a Master's Degree plus 15 credits or more but less than 30 credits | 2,000.00 |
| To those holding a Master's Degree plus 30 credits or more but less than 45 credits | 2,500.00 |
| To those holding a Master's Degree plus 45 credits or more but less than 60 credits and no formal Doctorate Degree | 3,000.00 |
| To those holding a Master's Degree plus 60 credits or more but not a formal Doctorate Degree | 3,500.00 |
| To those holding a Doctorate including post-Doctorate credits | 4,000.00 |

COACHES' SALARY GUIDE - Effective as of the 1974-75 School Year

| <u>Position</u> | <u>1st Yr.</u> | <u>2nd Yr.</u> | <u>3rd Yr.</u> | <u>4th Yr.</u> | <u>5th Yr.</u> | <u>6th Yr.</u> |
|-------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Athletic Director | \$1,325 | \$1,445 | \$1,565 | \$1,685 | \$1,805 | \$1,925 |
| Head Football | 1,175 | 1,295 | 1,415 | 1,535 | 1,655 | 1,775 |
| 1st Assistant | 640 | 700 | 760 | 820 | 880 | 940 |
| 2nd Assistant | 640 | 700 | 760 | 820 | 880 | 940 |
| 3rd Assistant | 640 | 700 | 760 | 820 | 880 | 940 |
| 4th Assistant | 640 | 700 | 760 | 820 | 880 | 940 |
| 5th Assistant | 640 | 700 | 760 | 820 | 880 | 940 |
| Head Basketball | 1,000 | 1,080 | 1,160 | 1,240 | 1,320 | 1,400 |
| 1st Assistant | 615 | 675 | 735 | 795 | 855 | 915 |
| 2nd Assistant | 615 | 675 | 735 | 795 | 855 | 915 |
| Head Baseball | 750 | 830 | 910 | 990 | 1,070 | 1,150 |
| 1st Assistant | 555 | 615 | 675 | 735 | 795 | 855 |
| 2nd Assistant | 555 | 615 | 675 | 735 | 795 | 855 |
| Head Wrestling | 1,000 | 1,080 | 1,160 | 1,240 | 1,320 | 1,400 |
| 1st Assistant | 615 | 675 | 735 | 795 | 855 | 915 |
| 2nd Assistant | 615 | 675 | 735 | 795 | 855 | 915 |
| Head Track | 750 | 830 | 910 | 990 | 1,070 | 1,150 |
| 1st Assistant | 555 | 615 | 675 | 735 | 795 | 855 |
| 2nd Assistant | 555 | 615 | 675 | 735 | 795 | 855 |
| Head Soccer | 750 | 830 | 910 | 990 | 1,070 | 1,150 |
| 1st Assistant | 555 | 615 | 675 | 735 | 795 | 855 |
| 2nd Assistant | 555 | 615 | 675 | 735 | 795 | 855 |

| <u>Position</u> | <u>1st Yr.</u> | <u>2nd Yr.</u> | <u>3rd Yr.</u> | <u>4th Yr.</u> | <u>5th Yr.</u> | <u>6th Yr.</u> |
|--------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Head Cross Country | \$ 570 | \$ 660 | \$ 750 | \$ 840 | \$ 930 | \$1,020 |
| Tennis | 425 | 500 | 575 | 650 | 725 | 800 |
| Golf | 425 | 500 | 575 | 650 | 725 | 800 |
| Trainer | 600 | 700 | 800 | 900 | 1,000 | 1,100 |

GIRLS' VARSITY SPORTS

| | | | | | | |
|----------------------|--------|--------|--------|--------|---------|---------|
| Field Hockey | \$ 750 | \$ 830 | \$ 910 | \$ 990 | \$1,070 | \$1,150 |
| Assistant Hockey | 555 | 615 | 675 | 735 | 795 | 855 |
| Basketball | 750 | 830 | 910 | 990 | 1,070 | 1,150 |
| Assistant Basketball | 555 | 615 | 675 | 735 | 795 | 855 |
| Track | 750 | 830 | 910 | 990 | 1,070 | 1,150 |
| Assistant Track | 555 | 615 | 675 | 735 | 795 | 855 |
| Softball | 600 | 680 | 760 | 840 | 920 | 1,000 |
| Assistant Softball | 405 | 465 | 525 | 585 | 645 | 705 |

Coaches' Salary Guide

An Assistant Coach who has been promoted to Head Coach will, during his first year as a coach, receive a salary at least equal to the salary he would have received had he remained an assistant.

Policy adopted January 22, 1974

EXTRA-CURRICULAR SALARY GUIDE - Effective as of the 1974-75 School Year

| <u>Position</u> | <u>1st Yr.</u> | <u>2nd Yr.</u> | <u>3rd Yr.</u> | <u>4th Yr.</u> | <u>5th Yr.</u> |
|-------------------------------------|----------------|----------------|----------------|----------------|----------------|
| Dramatics | \$700 | \$760 | \$820 | \$880 | \$940 |
| Stage Craft | 160 | 195 | 230 | 270 | 300 |
| Stage Lighting | 170 | 230 | 290 | 350 | 410 |
| Music - Instrumental | 400 | 460 | 520 | 580 | 640 |
| Instrumental | 310 | 360 | 410 | 460 | 510 |
| Choral | 375 | 425 | 475 | 525 | 575 |
| Yearbook | 700 | 775 | 850 | 925 | 1,000 |
| Newspaper | 400 | 450 | 500 | 550 | 600 |
| Forensics | 300 | 325 | 375 | 425 | 475 |
| Radio | 250 | 275 | 300 | 325 | 350 |
| Twirlers Coach | 325 | 350 | 375 | 400 | 425 |
| Booster Club Advisor | 200 | 225 | 250 | 275 | 300 |
| Cheerleaders Coach | 400 | 425 | 450 | 475 | 500 |
| Cheerleaders Asst. | 225 | 250 | 275 | 300 | 325 |
| Drill Team (Color Guard) | 125 | 150 | 175 | 200 | 225 |
| Girls Intramurals (Modern Dance) | 300 | 350 | 400 | 450 | 500 |
| Girls Intramurals | 325 | 350 | 375 | 400 | 425 |
| Student Sales Advisor | 325 | 375 | 425 | 475 | 525 |
| A/V Coordinator | 325 | 375 | 425 | 475 | 525 |

| <u>Position</u> | <u>1st Yr.</u> | <u>2nd Yr.</u> | <u>3rd Yr.</u> | <u>4th Yr.</u> | <u>5th Yr.</u> |
|---|----------------|----------------|----------------|----------------|----------------|
| Sounds, Lighting, Assemblies Coordinator | \$350 | \$425 | \$500 | \$575 | \$650 |
| Film Festival Advisor | 200 | 250 | 300 | 350 | 425 |
| Student Council Advisor | 250 | 300 | 350 | 400 | 450 |
| AFS Club Advisor | 125 | 150 | 175 | 200 | 225 |
| Chess Club | 125 | 150 | 175 | 200 | 225 |

CLASS ADVISORS

| | |
|------------------|-------|
| 9th Grade | \$175 |
| 9th Grade Asst. | 125 |
| 10th Grade | 200 |
| 10th Grade Asst. | 150 |
| 11th Grade | 225 |
| 11th Grade Asst. | 175 |
| 12th Grade | 250 |
| 12th Grade Asst. | 200 |

Policy Adopted January 22, 1974

This Grievance Policy shall take effect July 1, 1972 and shall apply to grievances which occur thereafter.

GRIEVANCE PROCEDURE

1. The following grievance procedure shall be operable only following informal discussion of the assumed grievance by the aggrieved party with his immediate superior.

2. A grievance may be processed by an individual concerning the interpretation, application or violation of policies, agreements and administrative decisions affecting him.

3. In the case of a grievance, the aggrieved party shall submit the grievance in writing to his immediate administrative superior. If the grievance is not settled within five (5) working days, the aggrieved party may refer his written grievance to the party next in administrative responsibility. Any aggrieved party shall in the first instance present the grievance to his immediate supervisor and may continue to appeal it through recognized administrative channels: Department Chairman, Principal, Superintendent.

4. At each step a written decision shall be rendered to the aggrieved party within five (5) working days.

5. If after the level of Superintendent, the grievance remains unsolved the Superintendent shall arrange for a meeting with the Board of Education and the Superintendent and the aggrieved party within fourteen (14) calendar days. A full written report shall be submitted to the Board of Education by the aggrieved party and by the Superintendent prior to the hearing. The Board of Education shall render its decision in writing to the aggrieved party within twenty (20) calendar days.

6. If the grievance remains unresolved at the level of Board of Education, either party may within five (5) days request the American Arbitration Association to submit a list of three persons qualified to arbitrate the dispute in question. If the agreement

cannot be made between the parties as to the selection of an arbitrator, the parties shall mutually request within five (5) days the American Arbitration Association to designate the arbitrator. The decision of the arbitrator shall be binding on both parties except where prohibited by law.

7. The aggrieved party may be represented at all stages of the grievance procedure by himself, or, at his option, by himself and a representative or representatives selected or approved by the aggrieved party. When an aggrieved party is not represented by the appropriate majority representative in the processing of a grievance, that representative shall at the time of submission of the grievance have the right to be present and present its position in writing at all meetings with the party held concerning the grievance and shall receive a copy of all rendered decisions.

8. Each party shall bear the total cost incurred by themselves. The fees and expenses of the arbitrator are the only costs which shall be shared by the two parties, and they shall be shared equally.

Policy adopted December 28, 1971.