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JULY 1977

RUTGERS UNIVERSITY

July 7th, 1977.

By Trustee \_\_\_\_\_

Hudson

BE IT RESOLVED, that the AGREEMENT between the Board of Education of the City of Bayonne, New Jersey and Public School Administrators' Association, (Bayonne, N.J.), copy of which is annexed hereto and made part hereof, for the period September 1st, 1976 through August 31st, 1978; with exceptions,

AND, BE IT FURTHER RESOLVED, that the Board President and Board Secretary are hereby authorized to execute said Agreement on behalf of this Board.

Trustee *William J. ...* moved that the foregoing resolution be adopted.

Seconded by Trustee *Dr. Paul O. Hyman*

Carried

AYES - 8  
NAYS - 0

ADOPTED AT BOARD MEETING HELD JULY 7th, 1977.

BOARD OF EDUCATION OF THE CITY OF BAYONNE.

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A G R E E M E N T

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Between:-

Board of Education of the City of Bayonne, New Jersey ,

-and-

Public School Administrators' Association (Bayonne, N.J.)

Effective Date: - September 1st, 1976.  
(Covering 1976-77 and 1977-78).

Date of Agreement: - June \_\_\_\_\_, 1977.

A G R E E M E N T

THIS AGREEMENT, entered into this \_\_\_\_\_ day of June, 1977, by and between the BOARD OF EDUCATION OF THE CITY OF BAYONNE, NEW JERSEY, hereinafter referred to as the "Board", and the PUBLIC SCHOOL ADMINISTRATORS' ASSOCIATION (of Bayonne, N.J.), hereinafter referred to as the "Association".

The Board and the Association mutually agree as follows:

1. - RECOGNITION:

The Board has recognized the Association as the official organization representing the following administrative categories:

1. - High School Principal;
2. - Elementary School Principals;
3. - Secondary House Directors; Vice Principals;
4. - Directors; Coordinators;
5. - Department Heads, Supervisors.

2. - MEETINGS:

The Superintendent of Schools shall meet with the President of the Association whenever it is deemed necessary by either the Superintendent or the Association.

3. - EMPLOYER-EMPLOYEE RELATIONSHIP:

It is recognized by the Board and the Association that negotiations are an essential element to successful and cordial employer-employee relations.

The Association shares, with the Superintendent, significant responsibility for the mutual improvement of the Bayonne School System. To this end a satisfactory

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channel of communication must be maintained between the Superintendent and members of the Association.

4. - VACANCIES:

Administrative vacancies shall be adequately publicized in all schools within a reasonable time after a vacancy occurs.

All publicity and notices of such vacancies shall clearly set forth the qualifications and duties of the position. All vacancies shall be filled without regard to age, color, ethnic background, sex, or marital status.

X These provisions effective 9/1/77.

5. - PERSONAL BUSINESS DAYS:

Each Administrators shall be granted two (2) personal business days per year, without loss of pay; such days being non-cumulative.

6. - MEDICAL COVERAGE:

The Board agrees to continue its policy of paying for the cost of employee coverage for Blue Cross, Blue Shield, Rider "J" and Major Medical. In addition, the Board agrees to pay 100 percent for family coverage. In the second year of the contract, 1977-78, the Board will add 750 Plan with individual member's rate (whether for individual or family plan) struck as of September, 1976. Members must pay any increase that occurs thereafter.

7. - GRIEVANCE PROCEDURE:

All administrative disagreements or administrator's grievances will be processed according to the Organizational Chart adopted by the Board and to Job

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Descriptions which are being prepared and will be adopted by the Board as soon as possible. If the administrative disagreement or administrator's grievance is not resolved to the satisfaction of the administrator(s) involved at the level of the Superintendent of Schools, the administrator(s) may bring such matter before the Board of Education. Notice of intention should be given the Board within a reasonable time after the decision of the Superintendent of Schools is received by the administrator(s). The Board will hear and decide such grievance within a reasonable time after such notice.

8. - PAYMENT FOR ACCUMULATED SICK LEAVE DAYS UPON RETIREMENT:

Retiring Administrative Employees having reached the age of 60 years, with 20 years of service, will be eligible to redeem, upon retirement, accumulated sick leave days at the rate of \$20.00 per day, subject to a maximum payment of \$4,000., provided the Board is notified of such intention to retire by the preceding December (except for the year 1976-77, where such notice is waived for that year only - notice must be given commencing with school year 1977-78). In the event of the death of an administrator having met all prerequisites above-stated, on or after 12:01 a.m. of the intended date of retirement, the payment for such accumulated sick leave days shall be paid to the estate of such deceased administrator.

9. - SALARY SCHEDULE:

The Bayonne Public School Administrators' Association is strongly committed to the concept of RATIO for the establishment of a fair and equitable salary guide.

The salary ratios for the below-listed positions shall be as follows:

(For School Year 1976-77 - increments and longevity only shall be paid - no increases in salary).

Position	1976-77 Ratio	1977-78 Ratio	Increment
High School Principal	1.45	1.46	\$450.
Elementary School Principals	1.30	1.31	\$450.
Secondary House Directors/ Vice Principals	1.20	1.21	\$400.
Directors, Coordinators	1.125	1.135	\$400.
Department Head, Supervisors	1.075	1.085	\$300.

There shall be a five (5) step schedule for each of the Administrative categories set forth above.

In addition, longevity shall be paid to Administrators set forth above as follows:

After twenty years of service	-	\$500.
After thirty years of service	-	\$500. Additional.

Note: - For payroll purposes only, the salaries based upon the above schedule will be rounded off to the next highest "dollar-zero".

All Administrators have the option to receive salary payments in twenty checks annually or twenty-four checks annually. Administrators must notify the Board of Education, prior to July 15th, 1977, if they wish to change the number of salary payment for 1977-78.

#### 10. - ADMINISTRATORS' WORK SCHEDULE:

All ten-month Administrators shall work from September 1st through June 30th each school year. The Superintendent may direct that ten-month Administrators report the last week of August if, in return, they are excused for the corresponding number of days at the end of June the preceding school year.

The Administrative Staff will be available during July and August if needed by the Superintendent. The Superintendent may call upon any of the Administrators to report to work for a period or periods of time during July and/or August, for which such Administrator(s) shall be paid 1/200th of their annual salary for the next school year (the salary effective the following September) for each day so worked. All monies paid for July-August work shall be paid as overtime and does not go into pension of Administrator.

11. - MANAGEMENT'S RIGHTS:

All rights not expressly granted to the Association in this Agreement are hereby reserved by the Board.

12. - FUTURE NEGOTIATIONS:

Negotiations on a new contract shall commence no sooner than November 1st, 1977 and no later than November 30th, 1977.

13. - SAVINGS CLAUSE:

In the event that any provision of this Agreement is, or shall at anytime be contrary to law, all other provisions of this Agreement shall continue in effect.

14. - DURATION:

This Agreement, and each of its provisions, shall be in effect as of September 1st, 1976 (unless otherwise herein stated) and shall continue in full force and effect until August 31st, 1978.

IN WITNESS WHEREOF, the parties hereto have duly caused this Agreement to be executed by their accredited representatives, the date and year first above-written.

Attest:-

Joseph G. Skutnick  
(Joseph G. Skutnick)  
Board Secretary.

Attest:-

Ellen O'Connor  
Association Secretary.

BOARD OF EDUCATION OF THE CITY OF  
BAYONNE

by: Joseph V. Doria, Jr.  
(Joseph V. Doria, Jr.)  
Board President.

PUBLIC SCHOOL ADMINISTRATORS'  
ASSOCIATION:

James J. Merriman  
(James J. Merriman)  
Association President.