

AGREEMENT

between the

WESTWOOD ADMINISTRATORS ASSOCIATION

and the

BOARD OF EDUCATION OF THE WESTWOOD REGIONAL SCHOOL DISTRICT

COUNTY OF BERGEN, NEW JERSEY

1982-83

1983-84

1984-85

X

Board of  
Education  
(Bergen County)

LIBRARY  
Institute of Management and  
Labor Relations

MAR 01 1982

RUTGERS UNIVERSITY

## AGREEMENT

This is an agreement between the Westwood Regional Board of Education and the Westwood Administrators Association. The agreement shall become effective as of July 1, 1982, and shall continue in effect until June 30, 1985, or until a subsequent successor agreement has been negotiated.

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 303, Public Laws 1968 in a good faith effort to reach agreement on all matters concerning the terms and conditions of Administrators' and Supervisors' employment. Negotiations shall begin on or about October 15th of the calendar year preceding the calendar year in which this agreement expires and shall hopefully be concluded at least sixty days prior to the budget submission to the voters of the district.

All Administrators and Supervisors shall be entitled to at least all of the fringe benefits received by the teachers in the Westwood Regional School District. (An employment benefit granted by the employer that involves a money cost without affecting basic wage rates.) In addition, the Administrators and Supervisors shall be provided the following at Board of Education expense:

1. Washington National Insurance Company's N.J.C.S.A. Group Income Protection Plan 1, Class IV
2. Reimbursement to a maximum of \$100 for annual paid membership in each Administrators' and Supervisors' state and national professional associations
3. Those members of the Association assigned or required to go from their base location to another as mandated by their job responsibility shall be compensated at the rate of 25¢ per mile. This shall not include staff meetings.

INDEX GUIDE FOR WESTWOOD ADMINISTRATORS ASSOCIATION

1. An index of 1 is the base determined by the position of the administrator on the teachers' salary guide.
2. The salary of each administrator shall be determined by multiplying the base by the index applicable to the administrator/supervisor's proper place on the administrative guide commencing July 1, 1982 .
3. All placements shall be in conformity with the classes of training as stated in the "Teacher Salary Rules and Regulations" of the agreement between the Board of Education and the Westwood Education Association.
4. Graduate courses counted for additional salary credit shall be for any course taken subsequent to July 1, 1979 directly applicable to the supervisor's or administrator's job function or assignment in the district with prior approval of the Superintendent of Schools.
5. The Superintendent shall have final approval of all courses counted for credit. There shall be no appeal of the Superintendent's decision.

H.S. Principal (12 mos.)

<u>Step</u>	<u>Index</u>
1	1.50
2	1.51
3	1.52
4	1.53
5	1.55

Middle School Principal (12 mos.)

<u>Step</u>	<u>Index</u>
1	1.40
2	1.41
3	1.42
4	1.43
5	1.45

H.S. Vice Principal (12 mos.)

<u>Step</u>	<u>Index</u>
1	1.30
2	1.31
3	1.32
4	1.33
5	1.35

Middle School Vice Principal (12 mos.)

<u>Step</u>	<u>Index</u>
1	1.24
2	1.25
3	1.26
4	1.27
5	1.29

Elementary School Principal (10 $\frac{1}{2}$  mos.)

<u>Step</u>	<u>Index</u>
1	1.30
2	1.31
3	1.32
4	1.33
5	1.35

Directors I (12 mos.)

<u>Step</u>	<u>Index</u>
1	1.21
2	1.22
3	1.23
4	1.24
5	1.25

Supervisors (10 mos.)

<u>Step</u>	<u>Index</u>
1	1.05
2	1.06
3	1.07
4	1.08
5	1.10

Director II (12 mos.)

<u>Step</u>	<u>Index</u>
1	1.15
2	1.16
3	1.17
4	1.18
5	1.20

Initial placement of an Administrator or Supervisor new to the district or group shall be calculated on the Index Guide for the Westwood Administrators Association. Placement for promotion to another position within the Westwood Administrators' Association Group shall be calculated on the next higher index of the new position of the Index Guide of the Westwood Administrators' Association.

Salary increases are not automatic and may be withheld from an Administrator or Supervisor, if in the opinion of the Board of Education, the individual's work has been below acceptable standards. Increases withheld for this reason shall be deemed to have been lost.

Each Administrator or Supervisor shall receive an evaluation or evaluations in a conference between the Administrator or Supervisor and the Superintendent. There shall appear on the face of each evaluation form above the place for signature by the Administrator or Supervisor, the following statement: "My signature does not necessarily indicate that I agree with the contents of this evaluation, but does indicate that I have seen, discussed and received a copy of the evaluation."

Whenever any tenured Administrator or Supervisor is required to appear before the Board concerning any matter that could result in the termination of employment of that Administrator or Supervisor, the individual shall be given prior written notice of the reasons for such meeting or interview and may have a representative or attorney present to advise and represent the individual during such meeting or interview.

Administrators and Supervisors shall be notified of their contractual status for the ensuing year by April 30 of any given school year.

Present policies shall remain in effect except for such additions or changes as indicated in this agreement.

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.

SIGNATURES OF AUTHORIZED OFFICIALS

On witness of this agreement the Westwood Administrators Association has caused this agreement to be signed by its President and Secretary and the Westwood Regional Board of Education has caused this agreement to be signed by its President attested to by its Secretary and its corporate seal to be placed hereon, on the 15th day of October, 1981.

WESTWOOD ADMINISTRATORS ASSOCIATION

By *Daniel M. Frost*  
Daniel M. Frost, President

By *Raymond King*  
Raymond King, Secretary

WESTWOOD REGIONAL BOARD OF EDUCATION

By *Frank M. Mele*  
Frank M. Mele, President

By *Martin E. Hughes*  
Martin E. Hughes, Secretary