

**Collective Negotiation Agreement Between
The Dumont Board of Education and
The Dumont Association of School Administrators and Supervisors
July 1, 2014 to June 30 2017**

Article 1

Recognition

In accordance with the provisions of the New Jersey Employer-Employee Relations Act, the Board of Education hereby recognizes the Association as the representative designated for the purpose of collective negotiations for all Supervisory and Administrative positions listed in Salary Guide A and/or Salary Guide B.

Article II

Salaries

Salaries of Supervisory and Administrative personnel, in accordance with their assigned positions, will be as follows:

Supervisors and Administrators hired before July 1, 2003 will remain on Salary Guide A.

Supervisors and Administrators hired on or after July 1, 2003 will be on Salary Guide B.

Article III

Benefits

A. Members of the Supervisory and Administrative staff shall receive the same fringe benefits as are negotiated with the Dumont Education Association, except as indicated below.

B. The Board of Education agrees to pay full dues for appropriate national and state organizations approved by the Superintendent of Schools at the prevailing rate for each Supervisor and Administrator. Members of the New Jersey Principal and Supervisor Associations will be reimbursed for the cost of membership.

C. 1. Each Supervisory and Administrative member of the Association who is employed on a twelve-month contract shall receive summer vacation days as outlined in paragraph 2 in this C.1. A schedule will be developed by the administrative staff and submitted to the Superintendent for approval no later than June 1 of the year. The schedule will ensure that five administrators/supervisors are available at all times for proper coverage of all school buildings with the intent that each school will have an administrator/supervisor covering. Up to 5 vacation days may be carried over into the current school year. Of these, 3 may be scheduled on regular school days or during the recess periods. The other 2 days must be scheduled only during the recess periods. The 3 vacation days that may be used during the regular school day must not be used during state testing periods, and no more than 2 administrators can use a vacation day at the same time.

Members employed after July 1, 2003 shall be entitled to a reduced number of vacation days based upon their total years in education to be increased incrementally until they

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reach twenty-two days (see attachment A). A member employed before July 1, 2003, serving more than six years as a Supervisor or Administrator in the district shall receive twenty-three vacation days. A member leaving the district prior to the time he/she has taken his/her vacation shall be entitled to the vacation days prorated for the time worked.

- 2. All supervisory positions will be 12 months with a Position Multiplier of 1.2.
- 3. In Addition to vacation days listed in C.1. above, members of the Association employed on a twelve-month contract are entitled to five additional vacation days to be scheduled during the recess periods in which the school is closed for students and teachers, subject to the approval of Superintendent of Schools.
- 4. Administrators shall contribute to the cost of medical insurance in accordance the requirements of Chapter 78 of the laws of New Jersey. The contribution shall be made by payroll deduction.

D. Members of the Association will be granted the following holidays:

Independence Day	Christmas Day
Labor Day	New Year's Eve
Columbus Day	New Year's Day
Veteran's Day	Martin Luther King Day**
Election Day**	President's Day
Thanksgiving Recess (2days)	Good Friday
Christmas Eve	Memorial Day

** These holidays will only apply when school is closed for students and teachers.

- E. 1. Supervisors and Administrators, who retire and qualify for immediate TPAF pension benefits shall be eligible for severance pay, provided they have spent a minimum of twelve (12) years in the school district.
- 2. Severance pay shall be determined by multiplying the number of unused sick and personal leave days accumulated by the Supervisor or Administrator at the time of retirement, times a rate determined by adding five dollars (\$5.00) to the amount as set in the agreement between the Dumont Board of Education and the Dumont Education Association. Such amount shall not exceed \$15,000. Accumulated sick leave days shall be based on the Supervisors' or Administrators' total time of employment in the district in any certificated capacity. The accumulation of unused personal days shall begin with days earned since July 1, 1983.
- 3. Severance pay checks shall be issued no later than July 15th of the school year in which the Supervisor or Administrator retires.

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4. In the event that a Supervisor or Administrator retires and dies prior to the receipt of the severance pay check, the money shall be paid to the Supervisor's or Administrator's estate.

Article IV

Other

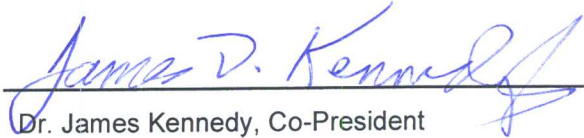
- A. Supervisors normal workday will be eight (8) hours.
- B. During the summer vacation period the workday for 12 month Administrators and Supervisors will begin at 8:00 a.m. and end at 3:00 p.m. with a thirty (30) minute lunch break, except for Fridays when the workday will end at 2:30 p.m.
- C. When the school is closed due to inclement weather, Administrators shall report to work as soon as possible. They will be responsible for reporting the condition of the buildings and grounds to the Superintendent of Schools as soon as possible after their arrival.

Dumont Board of Education

Dumont Association of School
Administrators and Supervisors



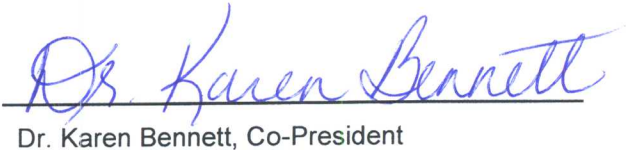
Michael Gluckman, President



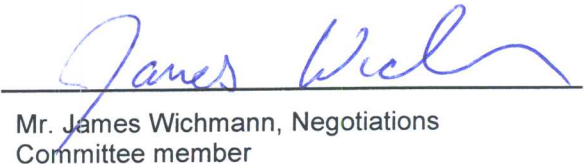
Dr. James Kennedy, Co-President



John Kohlberger, Negotiation Committee member



Dr. Karen Bennett, Co-President



Mr. James Wichmann, Negotiations Committee member

1/15/2015

Date

1/14/2015

Date

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Attachment A

Vacation Day Scale for New Members

Beginning Allotment:	10 years or less of certificated position experience.	16 days
	More than 10 years of certificated position experience.	18 Days
	More than 20 years of certificated position experience.	20 Days

New Members will be given two additional days of vacation for each year they are employed in a certificated position in the District until they reach twenty-two (22) days.

Attachment B

Advancement to a Higher Salary Classification

- A. Increases in education for Supervisors and Administrators on Salary Guide B will be considered only on July 1 or January 1 of each year of this agreement. Supervisors and Administrators are responsible for providing the Schools Business Administrator with the proper certifications as soon as possible, but not later than August 15 for advancement retroactive to July 1 and February 15 for advancement retroactive to January 1.
- B. Supervisors and Administrators are entitled to a full year of experience credit after their first year of employment in the district provided that they have completed more than 1/2 of the work year.

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Attachment C

Supervisors and Administrators Salary Increases1

<u>Year</u>	<u>Salaries</u>
2014-2015	<p>Supervisors and Administrators will receive a 1.95% increase on the total salaries of all Supervisors and Administrators, based on Salary Guide B, Attachment D.</p> <p>Administrators' and Supervisors' salaries shall not exceed 95% of the Superintendent's pensionable salary. Any Administrator or Supervisor whose salary exceeds or is equal to 95% of the Superintendent's pensionable salary shall be entitled to Merit Pay during the 2014-15 school year based upon 2 goals, each worth 1% to a maximum of 2%. The goals must be recommended by the Superintendent of Schools and must be approved by the board no later than February 1st of the previous year. They must be submitted by on a form approved by the Superintendent of Schools.</p>
2015-2016	<p>Supervisors and Administrators will receive a 1.95% increase on the total salaries of all Supervisors and Administrators, based on Salary Guide B, Attachment D.</p> <p>Administrators' and Supervisors' salaries shall not exceed 95% of the Superintendent's pensionable salary. Any Administrator or Supervisor whose salary exceeds or is equal to 95% of the Superintendent's pensionable salary shall be entitled to Merit Pay during the 2015-16 school year based upon 4 goals, each worth .5% to a maximum of 2%. The goals must be recommended by the Superintendent of Schools and must be approved by the board no later than May 15th of the previous year. They must be submitted on a form approved by the Superintendent of Schools.</p>
2016-2017	<p>Supervisors and Administrators will receive a 1.95% increase on the total salaries of all Supervisors and Administrators, based on Salary Guide B, Attachment D.</p> <p>Administrators' and Supervisors' salaries shall not exceed 95% of the Superintendent's pensionable salary. Any Administrator or Supervisor whose salary exceeds or is equal to 95% of the Superintendent's pensionable salary shall be entitled to Merit Pay during the 2016-17 school year based upon 4 goals, each worth .5% to a maximum of 2%. The goals must be recommended by the Superintendent of Schools and must be approved by the board no later than May 15th of the previous year. They must be submitted on a form approved by the Superintendent of Schools.</p>

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	<p>Furthermore, if someone reaches the 95% maximum in any year of this contract, they will be entitled to receive Merit Pay for the difference between 2% and the percentage they received, which brought them to the 95% maximum (i.e. if after getting a 1.6% increase someone reached the 95% maximum they would be entitled to $2\% - 1.6\% = .4\%$ in Merit Pay. The number of goals and value of each goal will be determined by the board of education.</p>
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Attachment D

Salary Guide B

Supervisors and Administrators hired on or after July 1, 2003

Position Multiplier	
Principal, High School	1.6
Principal, Middle School	1.5
Principal, Elementary School	1.4
Asst. Principal, High School	1.3
Athletic Director	1.25
Asst. Principal, Middle School	1.2
Supervisor 12 Months	1.2

Experience Multiplier *	
1 Year	0.015
2 Year	0.03
3 Year	0.045
4 Year	0.06
5 Year	0.075
6 Year	0.09
7 Year	0.105
8 Year	0.12
9 Year	0.135
10 Year	0.15
11 Year	0.165
12 Year	0.18
13 Year	0.195
14 Year	0.21
15 Year	0.225

Education Multiplier	
MA	0
MA + 30	0.03
MA + 60	0.07
Ed, D	0.1

<u>Base Salary</u>	
2014-15	\$87,448
2015-16	\$88,387
2016-17	\$89,341

Attachment E

Salary Guide A

Salary Guide A – Supervisors and Administrators hired before July 1, 2003

Position	2014-2015	2015-2016	2016-2017
Principal, Middle School, Selzer	\$160,921	\$160,921	\$160,921