

AGREEMENT

Between

BOARD OF EDUCATION OF THE CITY OF BAYONNE

and

PUBLIC SCHOOL ADMINISTRATORS' ASSOCIATION

EFFECTIVE: JULY 1, 2007 - JUNE 30, 2010

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AGREEMENT

THIS AGREEMENT, entered into this 9th day of January 2007 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:

ARTICLE I

MEMBERSHIP

A. Unit Membership

In accordance with Chapter 123, Public Laws of 1974, the Board recognizes the Bayonne Public School Administrators Association, hereinafter known as "the Association," as the exclusive and sole representative for the collective negotiation concerning the terms and conditions of employment for all appointed certified and non-certified administrative personnel whether under contract or on leave and employed or to be employed by the Bayonne Board of Education, hereinafter known as "the Board," including only the following supervisory titles:

Principals, Vice Principals, Directors, Assistant To Directors and Supervisors.

B. Definitions

For purposes of clarity, terms crucial to the interpretation of this contract are listed below:

1. Employee - When used hereinafter in this Agreement, this term shall refer to all professional supervisory employees represented by the Association in the negotiating unit as above defined, and references to "males" shall include females.

C. Rights and Protection in Representation

Pursuant to Chapter 123, Public Laws of 1974, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection.

ARTICLE 2

NEGOTIATION PROCEDURE

A. Deadline Dates

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws of 1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment of supervisory personnel. Negotiations shall begin no later than November 30 and no earlier than November 1 of the calendar year preceding the calendar year in which this agreement expires.

B. Negotiating Team Authority

Neither party in any negotiations shall have control over the selection of the negotiating representatives of the other party.

C. Maintaining Current Benefits

Except as this agreement shall hereinafter otherwise provide, all terms and conditions of employment as set forth in the previous agreement shall continue to be so applicable during the term of this agreement.

D. Modification - Understanding of the Parties

This agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. During the term of this agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed 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.

This agreement shall be effective as of July 1, 2002, and shall continue in effect until June 30, 2006, subject to the Association's right to negotiate over a successor agreement, as provided herein.

E. 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.

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

ARTICLE 3

ASSOCIATION RIGHTS AND PRIVILEGES

The Board agrees to furnish to the Association in response to requests from time to time all available information concerning the financial resources of the district.

B. **Professional Conferences**

The Board will continue its policy of allowing employees to attend approved national and state professional conferences and/or meetings at the Board's expense and Board's discretion.

ARTICLE 4

VACANCIES

All administrative vacancies shall be posted in all buildings for a minimum of twenty (20) school days prior to permanently filling said vacancies. All vacancies shall be filled without regard to age, color, ethnic background, sex, or marital status.

ARTICLE 5

PERSONAL BUSINESS DAYS

A leave for personal business may be granted to administrative employees for personal business when approved by the Superintendent of Schools. Such leave shall not exceed two (2) days per school year and does not become accumulative. However, if such personal business days are not utilized during the school year, the days not used shall be transferred and credited to the accumulated sick leave days of the employee, and thenceforth treated as accumulated sick leave days. The aforesaid personal business days leave shall not be unreasonably denied.

ARTICLE 6

MEDICAL COVERAGE

The Board agrees to continue its policy of paying for the cost of employee coverage for Blue Cross (for hospital costs) and Major Medical Wrap-Around coverage and to pay 100 percent (100%) premium for family coverage for all employees whose employment commenced before June 30, 1995.

The present medical coverage deductible shall be increased to \$125.00 per year employee deductible and \$250.00 per year family deductible, effective July 1, 1995, for all employees.

All employees whose employment commences after June 30, 1995 shall receive employee only health benefits coverage (prescription, medical and dental) for the first three years of employment with the Board, with an option to purchase family coverage at the COBRA rate established by the Board each year. These employees shall receive the same health benefits as the other bargaining unit members commencing with the fourth year of employment.

In addition the Board agrees to pay 100 percent cost for a prescription plan, family coverage, which shall provide for a ten (\$10.00) dollar co-pay non-generic prescriptions; six (\$6.00) dollar co-pay generic prescriptions; and a two (\$2.00) dollar co-pay on mail order prescriptions of 90-day duration or longer.

Dental Plan - The Board will pay 100 percent premium for family coverage on Prudential Plan #3 format with a Board-approved insurance carrier.

Any Administrator appointed prior to June 30, 2000 who retires from the Board will continue to participate on a contributory basis in the medical portion of its' health insurance

program, unless the retiree is eligible for the State Health Benefit Program. Any Administrator who is appointed after July 1, 2000 and subsequently retires, said Administrator may purchase coverage through the Board under Cobra benefits, if not eligible for the State Health Benefit Program.

Any employee working less than 3/5ths of the schedule shall not receive the benefits of this Article.

ARTICLE 7

GRIEVANCE PROCEDURES

All administrative disagreements or administrator's grievances will be processed as follows:

Vice Principal to Principal and, if not resolved, to the Superintendent of Schools.

Director to Assistant Superintendent of Curriculum and, if not resolved, to the Superintendent of Schools.

Principal to Superintendent

If the administrative disagreement or administrator's grievance is not responded to by the Principal or Assistant Superintendent of Curriculum within fifteen (15) working days, the grievant may then file a grievance with the Superintendent's office. Additionally, if the grievance is not satisfactorily resolved at this level, the grievant may appeal to the Superintendent within ten (10) days time after the decision is received by the Administrator. If the administrative disagreement or administrator's grievance is not responded to by the Superintendent of Schools within fifteen (15) working days after submission to him/her, the grievance will be sustained in favor of the grievant. If the 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 ten (10) days time after the decision of the Superintendent of Schools is received by the administrator(s). The Board will hear and decide such grievance within forty-five (45) calendar days time after receiving such notice. If the Board does not respond within forty-five (45) calendar days, the grievance will be sustained in favor of the grievant.

ARTICLE 8

ABSENCES AND LEAVES

8:1 Definitions

As used in this Article, the terms mentioned below shall have the following meanings:

8:1.1 - Sick Leave means the absence from his or her post of duty by an employee because of personal disability due to illness or injury, or because he or she has been excluded from said post by the school district's medical authorities.

8:1.2 - A Day's Salary means one two-hundredths (1/200) of the annual salary in the case of employees whose annual salary is paid on a ten months' basis, and one two-hundred fortieths (1/240) of the annual salary in the case of employees whose annual salary is paid on a twelve months' basis.

8:1.3 - A Year of Active Service means at least five (5) months of actual service in any school year by an employee whose salary is paid on a ten months' basis, and six (6) months of actual service in any school year by an employee whose annual salary is paid on a twelve months' basis.

8:2 Absence

8:2.1 - Any employee of the Board absent from his or her post of duty except as hereinafter provided, shall forfeit his or her salary during such absence, and shall be liable to disciplinary action by the Board. A physician's certificate shall be required for absence because of personal illness when such absence exceeds three (3) consecutive school days or work days, as the case may be.

8:2.2 - No deduction of salary of an appointed employee shall be made for absences as follows:

(a) Death in immediate family - not to exceed seven (7) consecutive calendar days immediately following the death. Immediate family shall be considered employee's spouse, parents, children (including adopted children), brother or sister, stepmother, stepfather or stepchildren.

(b) Death of an employee's or employee's spouse's grandparent, grandchild, or an employee's mother-in-law or father-in-law, not to exceed three (3) consecutive calendar days, one day of which must be the day of the funeral.

(c) Death of employee's brother-in-law or sister-in-law, two (2) consecutive days, one (1) day which must be the day of the funeral. Death of employee's aunt, uncle, niece, or nephew, one (1) day which must be the day of the funeral.

(d) Attendance at court under subpoena or other court order, provided said subpoena or other court order is filed with the Secretary of the Board or Superintendent of Schools, and except where the employee is a party to the suit.

(e) Marriage of employee or member of immediate family, for the day of the wedding or the day preceding the wedding or the day following the wedding (one day only as

specified).

(f) Quarantine - to be pursuant to N.J.S.A. 18A:16-4.

(g) A leave for personal business may be granted to school employees for personal business when approved by the Superintendent of Schools. Such leave shall not exceed two (2) days per school year in accordance with the provisions of Article 5 of this agreement.

(h) Visits to School by Administrators, when excused by the Superintendent of Schools for that purpose. Such visits shall not be unreasonably denied.

(i) Attendance by Administrators at educational conferences when excused by the Board or the Superintendent of Schools, or when authorized by law. Such attendance shall not be unreasonably denied.

8:3 Sick Leave

8:3.1 - Sick Leave shall be allowed to all employees who are steadily employed by the Board on a yearly appointment or who are protected in their positions by tenure as follows:

8:3.2 - Ten (10) days to be allowed per year for all ten month employees. Twelve (12) days to be allowed per year for all twelve-month employees.

8:3.3 - Accumulated Days

(a) From July 1, 1937 to July 1, 1954, unused sick days not to exceed five (5) days in each year are credited.

(b) From July 1, 1954 through June 30, 1981, all unused sick days not to exceed ten (10) days in each year are accumulative.

(c) From July 1, 1981, all unused sick days not to exceed ten (10) days in each year for ten-month administrators, and not to exceed twelve (12) days in each year for

twelve-month administrators, are accumulative.

8:3.4 - Absence on sick leave shall be charged first to the annual allowance of any employee until it is fully utilized and thereafter to the accumulated credit.

8:3.5 - The record kept in the Office of the Superintendent of Schools shall determine the number of accumulated days to the credit of the employee. Each employee shall be notified of all accumulated days to the credit of the employee. Each employee shall be notified of all accumulated leave by October 15th of each school year. In the event that a former employee of the Board is re-employed by the Board, he shall not be entitled to any accumulated sick leave days to his credit at the termination of his prior employment, but shall have the same status with reference to sick leave as that possessed by any person employed for the first time.

8:3.6 - Absences on sick leave, in excess of accumulated leave, shall be granted to tenure employees only, at the discretion of the Board, as follows:

8:3.7 - The procedure for granting of the aforementioned sick leave, after all accumulated leave is exhausted, is as follows:

(a) An application must be made, in writing, and must be accompanied by a medical certificate of the attending physician containing a diagnosis of the illness, a prognosis, including the amount of time needed for recovery, and the exact nature of the illness. This certificate should also set forth the treatment(s) being prescribed for the illness, and must be in sufficient detail to enable the Board to give consideration to the request for such leave.

(b) The Board may request examination(s) by a physician of its choice and at its expense, to which the applicant for such leave must submit.

(c) The Board shall judge each case on its individual merits, but shall apply the same criteria to each case.

8:3.8 - If the Board should grant sick leave after all accumulated leave is exhausted, the first month shall be at one-half pay of such employee. If further sick leave is requested and approved, the same shall be at the rate of three-quarters pay of such employee for a period not to exceed one year of the employee, and shall be payable in the same manner in which said employee is being paid.

8:3.9 - Experience Allowances for Pay Purposes Only.

(a) Allowance for a full year of experience on salary schedule for any employee, covered by this contract, serving five (5) months or more during school year for a ten (10) month employee, and six (6) months or more for twelve (12) month employees.

(b) No adjustment allowance for any year in which any employee covered by this contract serves less than five (5) months if such employee is a ten month employee; or serves less than six (6) months if such employee is a twelve month employee.

8:4 Maternity Leave

8:4.1 - Upon reasonable notice, any tenured or non-tenured Administrator seeking a leave of absence on the basis of medical reasons associated with pregnancy or birth shall apply to the Board for said leave at any time prior to birth.

8:4.2 - A maternity leave of absence shall be for a period of up to two (2) years, with option of an extension of one (1) year without pay. This shall also apply in the case of adoption.

8:4.3 - If any Administrator on maternity leave shall again become pregnant before the expiration of her leave of absence, shall forthwith apply for a new maternity leave of absence and the same rules which applied to the original maternity leave of absence shall govern the new request for maternity leave of absence.

8:4.4 - An Administrator on maternity leave may return earlier provided she applies

thirty (30) days prior to the date on which she wishes to return.

8:4.5 - If any Administrator who has been granted a maternity leave of absence shall have lost her baby by reason of miscarriage, still-birth or death of the infant before the expiration of her leave of absence, the Administrator shall be restored by the Board to a position in the same classification which she held when the maternity leave was granted.

8:4.6 - The Board need not grant or extend the leave of absence of any non-tenured Administrator beyond the end of the contract school year in which the leave is obtained.

8:4.7 - After the birth of the child, an Administrator may apply for "Substitute Employment" and shall receive the substitute per diem rate for which qualified.

8:5 Sabbatical Leaves

8:5.1 - Except as hereinafter provided, the members of the Bargaining Unit as set forth in this contract shall be entitled to a sabbatical leave for one-half (1/2) school year or one (1) school year, at half-pay, for the purpose of study for each seven (7) years or more of active and satisfactory service, in one or more capacities in said school system.

8:5.2 - A period of at least five (5) years of active and satisfactory service must elapse between any two (2) sabbatical leaves. Two (2) years of active service after the termination of any leave must elapse before a sabbatical leave may commence, regardless of the fact that the number of years of prior active service would otherwise entitle the applicant to such additional leave.

8:5.3 - Applications for sabbatical leaves shall be filed with the Superintendent of Schools on or before eight (8) months prior to the date of the requested leave, and may be granted by the Board, if the applicant is entitled thereto under the provisions aforementioned, for said school year. However, the Board, upon recommendation of the Superintendent of

Schools, may postpone its operation to the next school year. Sabbatical leaves may commence with the date of the opening of the schools after the general summer vacation and the Board may grant a leave at other times during the school year, and such leaves may not be cancelled by either of the parties.

8:5.4 - Applications for sabbatical leaves shall be made on forms to be provided by the Superintendent of Schools and shall include, in the event of a leave for study, a general statement of the courses of study to be pursued, at what college, university or institution, and the number of credit hours, not less than fifteen (15) to be taken. Sabbatical leaves shall not be granted for purposes of engaging in gainful occupation or in study for another trade or profession.

8:5.5 - As a condition precedent to granting of an application for a sabbatical leave, the applicant must agree in a signed statement form to be supplied by the Superintendent of Schools that:

(a) The applicant will return to duty to the Bayonne Public School System for a period of at least one (1) year after the completion of the sabbatical leave.

(b) The applicant will file with the Superintendent of Schools, within thirty (30) days after completion of the sabbatical leave, a report in proper detail as to the manner in which the leave was utilized and a transcript from the college or university attended showing the courses pursued and the credits received shall accompany the report. Failure to make a report as aforesaid shall be considered conduct unbecoming an Administrator and render the person so failing liable to disciplinary action by the Board.

8:5.6 - A person on sabbatical leave shall receive one-half (1/2) of his or her regular salary to be paid at the same intervals as if actively employed. Deductions for contributions to

Pension and Annuity Fund shall be made during the continuance of a sabbatical leave on the same basis as though the salary payment were made in full. A person on sabbatical leave who has not reached his or her maximum salary shall be entitled to any increment or adjustment granted by the Board as if actively employed. All fringe benefits shall continue in full force for the employee during said leave.

8:5.7 - Leave of absence may be granted by the Board, without pay, for a period not exceeding one (1) year, and no exceptions shall be granted. Said leave can be requested at any time.

8:5.8 - No more than two employees shall be granted sabbatical leaves in a school year.

8:6 - Military Leaves

8:6.1 - Military leave of absence without pay will be granted to a permanent Administrator inducted into the Armed Forces for the required length of service, according to the terms of Selective Service and Training Act of 1940 and subsequent amendments by Congress.

8:6.2 - Upon return to the school system, such Administrator will be placed on a step of the salary guide as if he/she had never left, as provided by Law. The Administrator returning from military service will be placed in the most appropriate assignment available and will retain the seniority as if he/she had never left.

8:7 - Selective Service Examinations

Administrators called for selective service examinations shall be excused without loss of pay for such purpose.

8:8 - Reserve Duty

An officer or employee of the State or a county, school district or municipality, who is a

member of the organized reserve of the Army of the United States, United States Naval Reserve, United States Air Force Reserve or United States Marine Corps Reserve, or other organization affiliated therewith, shall be entitled to leave of absence from his respective duty without loss of pay or time on all days on which he shall be engaged in field training. Such leave of absence shall be in addition to the regular vacation allowed such employee.

ARTICLE 9

PAY FOR TRAVEL

Reasonable expenses for travel outside the District, at the request of the Superintendent, will be reimbursed by the Board at the I.R.S. rate per mile in effect on July 1st of each contract year.

ARTICLE 10

PAYMENT IN LIEU OF SICK DAYS AND PAYMENT FOR ACCUMULATED SICK LEAVE DAYS UPON RETIREMENT

A. Up to ten (10) sick days for ten (10) month personnel and up to twelve (12) sick days for twelve (12) month personnel not used in a given year will be paid for at the rate of \$35.00 per day provided no more than four (4) sick days are taken during the year. Once an employee takes more than four (4) sick days the employee will not be qualified for this benefit. In addition to this payment for unused sick days, all unused sick days will be credited to the employee's accumulation bank.

B. Retiring Administrative employees having reached the age of 55 years, with 20 years of service, will be eligible to redeem, upon retirement, accumulated sick leave days at the rate of ninety-three dollars (\$93.00) per day, subject to a maximum payment of fifteen thousand two

hundred forty-five dollars (\$15,245.00). Effective July 1, 2003, this reimbursement shall be increased to ninety-eight dollars (\$98.00) per day, subject to a maximum payment of sixteen thousand seventy-two dollars (\$16,072.00). Effective July 1, 2004, this reimbursement shall be increased to one hundred three dollars (\$103.00) per day, subject to a maximum payment of sixteen thousand eight hundred ninety-two dollars (\$16,892.00). 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 of such accumulated sick leave days shall be paid to the estate of such deceased Administrator.

ARTICLE 11

SCHOOL CALENDAR

Input to the school calendar shall be solicited from representatives of this Association prior to its being adopted by the Board of Education.

ARTICLE 12

CURRICULUM DETERMINATION

A. Initiating Proposals

Proposals for curriculum change can be initiated by professionals of any level or responsibility.

B. Approving Proposals

Before a proposal involving curriculum change is implemented by the Board of Education, employees affected by the change may review and make recommendations reference the proposal.

ARTICLE 13

SALARY SCHEDULE

Attached hereto and made part hereof is Schedule A containing the salary to be paid each employee for the next three (3) years, longevity and higher attainment benefits.

ARTICLE 14

DEDUCTIONS FROM SALARY

A. Association Payroll Dues Deduction

1. The Board agrees to deduct from the salaries of its employees dues for any one or combination of associations as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233, N. J. Public Laws of 1969 (N.J.S.A. 52:14-15.9e) and under rules established by the State Department of Education. The person designated shall distribute such monies to the appropriate association or associations.

2. Each of the associations shall certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

B. Local, State and National Services

The Board agrees to deduct from employees' salaries money for local, state and/or national association services and programs as said employees individually and voluntarily authorize the Board to deduct and to transmit monies promptly to such association or associations.

C. Tax Sheltered Annuity

An employee may authorize the Board to make deductions for the purpose of tax-sheltered annuities pursuant to the provisions of R.S. 18A:66-127, et seq. from a list of annuity carriers approved by the Board.

ARTICLE 15

ADMINISTRATOR'S WORK SCHEDULE

All ten-month Administrators shall work from September 1st through June 30th each school year. The Superintendent may direct the 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.

In accordance with past practice, should there be a need to change the workday of an Administrator in order to more efficiently accomplish the duties as set forth in the job description, the Superintendent shall then give the Administrator, in writing, a one-week advance notice before said change in hours is implemented.

Effective July 1, 2000, the work day shall be extended by fifteen (15) minutes per day for all Administrators.

ARTICLE 16

DUES TO PROFESSIONAL SOCIETIES

The Board agrees to pay annual dues of any Administrator and Supervisor in a professional society. The Administrator and Supervisor may elect any society or societies for

which the Board will pay the annual dues. The Board will pay up to, and no more than, one hundred dollars (\$100) per administrator upon receipt of the proper verification each year.

ARTICLE 17

MANAGEMENT'S RIGHTS

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

ARTICLE 18

TUITION REIMBURSEMENT

Administrators shall be eligible for reimbursement for tuition costs for graduate level courses successfully completed at an approved graduate school, in a related curriculum area intended to enhance the administrative job performance. Such courses must have the prior approval of the Superintendent, and the Administrator must submit evidence of tuition payment and official transcript upon completion before reimbursement is made. Reimbursement for those who qualify shall be at the rate of \$150.00 per three (3) credits, not to exceed \$300.00, six (6) credits, in any contract year. The total expenditure by the Board on this program shall not exceed \$2,100.00 in any one contract year.

Reimbursement for those who qualify shall be at the rate of \$400.00 per (3) credits, not to exceed \$800.00, six credits, in any contract year. The total expenditure by the Board on this program shall not exceed \$3,600.00 in any one contract year.

In the event that the requests for reimbursement exceed the maximum in any one contract year, reimbursements shall be made on a first-requested, first-paid basis.

ARTICLE 19

NOTICE

Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provision(s) of this agreement, either party shall do so in writing, at the following addresses:

1. If by the Association, to the Board at Bayonne Board of Education, c/o Board Secretary, 29th Street and Avenue A, Bayonne, New Jersey.
2. If by the Board, to Association at/to current Association's president.

ARTICLE 20

LEGALITY OF AGREEMENT

In the event that any portion of this contract shall be deemed to be in violation of the law, the remainder of the contract shall remain in full force and effect.

ARTICLE 21

DURATION

This Agreement, and each of its provisions shall be in effect as of July 1, 2007 (unless otherwise herein stated) and shall continue in full force and effect until June 30, 2010.

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

BOARD OF EDUCATION OF
THE CITY OF BAYONNE

Attest:

By: _____
Board President

Board Secretary

Date: _____

Date: _____

PUBLIC SCHOOL ADMINISTRATORS'
ASSOCIATION

Attest:

By: _____
Association President

Association Officer

Date: _____

Date: _____

SCHEDULE A

Salaries shall be as follows:

10 Month Asst. Director	81,030	84,271	87,642	91,148
12 Month Asst. Director	89,132	92,697	96,405	100,261
10 Month Director	87,567	91,070	94,713	98,502
12 Month Director	96,324	100,177	104,184	108,354
10 Month Vice Principal	92,303	95,995	99,835	103,828
12 Month Vice Principal	101,534	105,595	109,819	114,212
12 Month Elem. Principal	108,680	113,027	117,548	122,250
10 Month Elem. Principal	98,801	102,753	106,863	111,136
High School Principal	119,982	124,781	129,772	134,963

Starting salaries shall continue to be at Board discretion. Any Administrator receiving a salary greater than that set forth in Schedule A shall receive the same across the board dollar increase for the Administrator's respective title.

Additions to Base Salary

The above base salary does not include longevity, higher attainment or administrative career experience. They are to be added to the base as earned and outlined below:

After 16 years	5,325	5,550	5,775	6,000
After 18 years	7,270	7,640	8,010	8,380
After 22 years	8,865	9,330	9,795	10,260
After 26 years	9,930	10,460	10,990	11,520
After 30 years	11,100	11,700	12,300	12,900

Higher Attainment:

Any appointed Administrator covered by this Agreement who has attained a higher educational level of either a Masters Degree or equivalent; a Masters Degree plus thirty (30) graduate credits (these credits must be recognized by the State Department of Education for certification purposes); a Masters Degree plus sixty (60) graduate credits (these credits must be recognized by the State Department of Education for certification purposes); or has earned a

Doctorate, shall receive the following amounts which will be added to the Administrator's current annual salary for each level of higher attainment:

M.A.	2,085	2,210	2,335	2,460
M.A. + 30	1,790	1,980	2,170	2,360
M.A. + 60	1,530	1,660	1,790	1,920
Doctorate	1,725	1,850	1,975	2,100

In order to receive this higher level remuneration, the Administrator must file official transcripts with the Office of the Superintendent of Schools on or before September 15th of each year of this Contract.

Anyone not having proofs in the Office of the Superintendent of Schools before September 15th or not having completed these higher educational achievements prior to September 15th of any year of the Contract shall be eligible the following September upon submission of these required proofs.

Administrative Career Experience:

An Administrator shall be eligible for six hundred (\$600.00) dollars for every five (5) years of service as an Administrator in the Bayonne School District. This shall be increased by \$100.00 per step effective July 1, 2003.