

**AGREEMENT**

**Between**

**PASSAIC COUNTY EDUCATIONAL  
SERVICES COMMISSION**

**and**

**PASSAIC COUNTY EDUCATIONAL SERVICES COMMISSION  
ADMINISTRATORS ASSOCIATION**

**JULY 1, 2005 - JUNE 30, 2008**



**ARTICLE I - RECOGNITION**

The Commission recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for all principals and assistant principals.

The terms “administrator(s)” as used in this agreement shall refer to all employees represented by the Association.

**ARTICLE II - NEGOTIATIONS**

The parties agree to enter into collective negotiations over a successor agreement in accordance with statute in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment for administrators.

**ARTICLE III- SALARY**

All members of the Association will receive the following salaries:

	<b><u>2005-2006</u></b>	<b><u>2006-2006</u></b>	<b><u>2007-2008</u></b>
Carol Price	\$88,873.00	\$93,317.00	\$97,983.00
Charles Fried	\$85,310.00	\$89,576.00	\$94,055.00
Gregg Weisman	\$80,850.00	\$84,893.00	\$89,137.00
Judith Young	\$78,750.00	\$82,688.00	\$86,822.00
Irene LeFebvre	\$68,250.00	\$71,663.00	\$75,246.00

**ARTICLE IV - VACATION DAYS**

Employees shall receive twenty three (23) vacation days per year. Vacation days must be scheduled with the prior approval of the Superintendent and may only be scheduled when school is not in session.

**ARTICLE V - MEDICAL BENEFITS**

The Commission shall extend to the Association any changes in medical benefits extended to the other employees of the Commission.

**ARTICLE VI - PROFESSIONAL DEVELOPMENT EXPENSES**

A fund of three thousand dollars (\$3,000.00) per year shall be established effective the 2003-2004 contract year for tuition reimbursement and reimbursement of NJPSA dues. All applications for tuition reimbursement must receive the prior approval of the Superintendent and must be in the area of the administrator's certification, the field of education or reasonably related to the administrator's duties as approved by the Superintendent. All approved applications for tuition reimbursement shall be reimbursed at a rate not to exceed two hundred fifty dollars (\$250.00) per credit.

**ARTICLE VII - SERVICE COMPENSATION**

Administrators shall receive the following service stipends:

- |            |  |
|------------|--|
| \$1,000.00 | Upon the completion of the fourth (4 <sup>th</sup> ) full year of service as an administrator with the Commission.   |
| \$750.00   | Upon the completion of the ninth (9 <sup>th</sup> ) full year of service as an administrator with the Commission.    |
| \$500.00   | Upon the completion of the twelfth (12 <sup>th</sup> ) full year of service as an administrator with the Commission. |

**ARTICLE VIII - MISCELLANEOUS**

- A. It is the intent of the parties hereto to abide by all applicable statutes covering the subject matter of this Agreement. Should any provision or provisions of the Agreement be declared illegal, contrary to any statute, all other provisions of the Agreement shall remain in full force and effect, and substitutions for the invalidated provision or provisions shall be immediately negotiated.
  
- B. The parties agree that all negotiable items have been discussed during the negotiations leading to the Agreement, and therefore agree that negotiations will not be reopened on any item, whether contained herein or not, during the life of this Agreement.
  
- C. All past practices regarding the terms or conditions of employment or the interpretation of articles or portions of articles contained in the agreement between the Commission and the Association shall be terminated and deemed null and void of no effect.

**ARTICLE IX - PERSONAL DAYS**

Administrators are entitled to personal days in the following amounts:

12 month employees - 3 days

Personal days may be used for the following purposes:

Illness in the family

Legal obligation

Family obligation

Association matter unable to be handled during the off periods

Home emergency

Death of a close friend or family member

Religious holiday

Personal days may not be used on any work days immediately preceding a legal or school holiday or during the last two weeks of school, unless emergency use is approved by the superintendent.

While no other explanation for use of personal days shall be necessary, the superintendent has the authority to rectify inappropriate actions regarding use as may be deemed necessary.

Except in cases of emergency, all requests for leave shall be made in writing to the superintendent (or superintendent's delegate, at least ten days prior to the date requested).

At the end of each school year, a maximum of 2 unused personal days may be converted to sick days.

**ARTICLE X - LEAVE DUE TO DEATH IN THE IMMEDIATE FAMILY**

Administrators shall be granted a leave of absence, without loss of pay, for death of a spouse, child or parent for a period not exceeding five (5) work days, beginning with the day after death, but in no case extending for more than eight (8) calendar days.

Administrators shall be granted a leave of absence, without loss of pay, for death of a brother, sister, son-in-law, daughter-in-law, mother-in-law, father-in-law, grandparent or grandchild for a period not exceeding three (3) work days, beginning with the day after death but in no case extending for more than eight (8) calendar days.

Administrators may be excused from work because of this family medical emergency through the use of personal days.

**ARTICLE XI - DURATION**

This Agreement shall be for a three (3) year duration from July 1, 2005 to June 30, 2008.

*IN WITNESS WHEREOF*, the parties hereto have caused these presents to be signed by their proper corporate officers and have affixed their corporate seals hereto the day and year first above written.

**PASSAIC COUNTY EDUCATIONAL  
SERVICES COMMISSION**

**PASSAIC COUNTY EDUCATIONAL SERVICES  
COMMISSION ADMINISTRATORS  
ASSOCIATION**

**Albert Guazzo, President**

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**Board Secretary**