

AGREEMENT BETWEEN THE SAYREVILLE
BOARD OF EDUCATION AND THE
SAYREVILLE PRINCIPALS' ASSOCIATION

THIS AGREEMENT, made this 25th day of June, in the year of Our Lord, One Thousand Nine Hundred and Sixty-nine, between the BOARD OF EDUCATION FOR THE SCHOOL DISTRICT OF THE BOROUGH OF SAYREVILLE in Middlesex County, New Jersey, hereinafter referred to as "Board", and the SAYREVILLE PRINCIPALS' ASSOCIATION hereinafter referred to as "Principals" employed by the Board: WITNESSETH THAT:

The parties hereto agree to the following terms and conditions of employment for the fiscal year July 1, 1969 to June 30, 1970:

SECTION I: RECOGNITION

The Sayreville Board of Education recognizes the Sayreville Principals' Association as the exclusive negotiating representative for the Sayreville Principals' Association.

SECTION II: 1 - INSURANCE PROTECTION & FRINGE BENEFITS

The Board of Education shall provide the insurance protection designated below. The Board will pay the full premium for each principal and where appropriate for family-plan insurance coverage. The Board will provide insurance coverage for the full twelve (12) month period July 1, 1969 to June 30, 1970.

- INSURANCE COVERAGE:
1. Blue Cross
 2. Blue Shield
 3. Rider J
 4. Major Medical

2 - FRINGE BENEFITS

Any benefits heretofore designated as Fringe Benefits will be continued in force. These include but are not limited to items such as personal days and mileage allowances.

SECTION III: GRIEVANCE MEETING ATTENDANCE

Principals shall be required to comply with the conditions of Article III, Grievance Procedure Level One of the SMA-Board of Education Agreement dated May 15, 1969. Further, the affected principal or principals shall be expected to be present at Level Two and Level Three of the above mentioned Grievance Procedure.

SECTION IV: SALARY PAYMENT SCHEDULE

Principals employed on a twelve (12) month basis shall be paid in 24 equal installments, while principals employed on a ten (10) month basis shall be paid in 20 equal installments.

SECTION V: SABBATICAL LEAVE

Requests for sabbatical leaves will be entertained by the Board provided they have been submitted to and approved by the Superintendent. To be eligible for consideration the applicant must conform to the following rules and regulations:

A. The applicant must have seven (7) years experience in the Sayreville School System and have served as a principal.

B. Requests for sabbatical leave must be received no later than February 1st of the school year preceding the school year for which the sabbatical leave is requested.

C. The applicant must furnish proof of full participation in a doctorate degree program.

D. Salary paid while on a sabbatical leave shall be 50% of the salary rate which would be received had he retained or active duty

E. The recipient of sabbatical leave shall agree in writing to return to the Sayreville School System for a period of at least two years after the leave. Failure to comply with this section will require full reimbursement of salary received during said leave.

F. The recipient of sabbatical leave shall prepare and submit satisfactory reports for evaluation of the progress of the program undertaken. The number and frequency of such reports shall be determined by the Superintendent.

G. Under no circumstances will more than one principal in this negotiating unit be granted sabbatical leave in any one school year

SECTION VI: PROFESSIONAL MEETINGS AND CONFERENCES

Requests to attend professional meetings and conferences that have been submitted to and approved by the Superintendent will be entertained by the Board. Payment for expenses incurred while attending said meetings and conferences shall be limited to \$15.00 per day for a maximum of three days

Requests to attend National Conferences of School Administrators that have been submitted to and approved by the Superintendent will be entertained by the Board. Payment for expenses incurred while attending these National Conferences shall be limited to \$25.00 per day for a maximum of five days. Further, transportation expenses up to a maximum of \$200.00 will be considered for payment to these National Conferences. Under no circumstances will permission be granted to more than one principal from the Senior and Junior High School grouping and one principal from the Elementary Schools. For any of the above meetings and conferences, exceptions on the number of principals requesting attendance to one day conferences will be considered.

SECTION VII: TUITION REIMBURSEMENT

The Board will provide reimbursement up to \$100.00 for courses taken during a school year. Such courses cannot be taken for certification and must be approved by the Superintendent before application is made. Reimbursement shall be made when evidence of courses taken and successful completion have been submitted to the Superintendent for payment

SECTION VIII: SCHOOL CALENDAR

The Superintendent shall solicit the cooperation of the Principals' Association when preparing the School Calendar for submission to the Board of Education

SECTION IX: LONGEVITY

Longevity payments shall be the same for principals as for members of the IBA and as set forth in the agreement negotiated by the Board and SEA and dated May 10, 1969

SECTION X: GRIEVANCE PROCEDURE

Definition: A "grievance" is a claim based upon the interpretation, meaning or application of any of the provisions of this agreement.

Step 1

A principal with a grievance shall first discuss it with the Superintendent with the objective of resolving it internally.

Step 2

If the aggrieved person is not satisfied with the disposition of his grievance at step one, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Superintendent, he may, within five (5) school days after the decision by the Superintendent or fifteen (15) school days after the grievance was delivered to the Superintendent,

whichever is sooner, request in writing that the Association submit his grievance to the Board of Education. The Board of Education, within 20 school days after receipt of said grievance, will set forth in writing, its decision.

SECTION XI: 1 - SALARIES

The salaries for principals employed for a twelve month contract commencing on July 1, 1969 and ending on June 30, 1970 shall be as follows:

Dr. Marie Parnell,	\$18,000.
Mr. Homer Dill,	15,200.
Mr. Edward Weber,	14,600.
Mr. William Bauer,	13,206.

The salaries for principals employed for a ten month contract commencing on July 1, 1969 and ending on June 30, 1970 shall be as follows:

Miss Mary Zyskowski	\$14,400.
Mr. John Singer	14,400.
Mr. Roy Dill	14,400.
Mrs. Catherine Nielsen	13,600.
Miss Margaret Walsh	15,000.
Mr. John Lyons	12,404.

2 - PRINCIPALS SALARY GUIDE

<u>Position</u>	<u>Steps:</u>	<u>BA</u>	<u>MA</u>	<u>DE.</u>
Sr. High Principal	1.		\$16,100.	\$16,900.
	2.		16,600.	17,400.
	3.		17,200.	18,000.
Jr. High Principal	1.		15,000.	15,800.
	2.		15,500.	16,300.
	3.		16,100.	16,900.
Sr. High Vice Prin.	1.		13,600.	14,400.
	2.		14,200.	14,900.
	3.		14,800.	15,400.
	4.		15,200.	16,000.
Jr. High Vice Prin.	1.		13,400.	14,200.
	2.		13,900.	14,700.
	3.		14,400.	15,200.
	4.		15,000.	15,800.
Elementary Principals	1.	12,500.	13,200.	14,100.
	2.	13,000.	13,800.	14,600.
	3.	13,600.	14,400.	15,200.

Note 1. To be eligible for this guide, the employee must have been accredited with 11 years of teaching and/or School supervisory experience.

Note 2. Guide as shown above for Senior and Junior High School Principals and Vice Principals is based on a 12 month contract with one month vacation.

Note 3. Principals employed off guide. Salary will be calculated as follows: Salary that would be obtained had they been a member of SCA + 13.8%. An additional 10% to be paid for the 11th month worked.

In the event that the salary as calculated by above formula exceeds the step on the Principals' Salary Guide, the salary will be determined by moving to the appropriate step on guide which will be nearest the calculated salary by the above formula.

All other terms and conditions and benefits of employment relating to the parties to this agreement and duly approved by the Board, which are not specifically altered, amended or deleted by the written provisions of this agreement, shall remain in full force and effect as if specifically set forth here at length.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals, or caused these to be signed by their proper corporate officers and their proper corporate seal to be hereto affixed, the day and year first above written.

SAYREVILLE PRINCIPALS' ASSOCIATION

BOARD OF EDUCATION OF THE
BOROUGH OF SAYREVILLE IN
MIDDLESEX COUNTY, NEW JERSEY

BY:

Marie Parnell
DR. MARIE PARNELL, President

BY:

Joseph A. Kupsch
JOSEPH KUPSCH, President

BY:

Roy Dill
MR. ROY DILL, Vice-President

BY:

E. T. Fleming
E. T. FLEMING, Secretary