

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 7/1/2020 thru 6/30/2023.

Employer: Bloomfield Board of Education

County: Essex

Date: 3/10/2022

Name: Nicholas J. Dotoli, Ed.M., Esq.

Print Name

Title: Director of Administration


Signature

AGREEMENT
BETWEEN

BLOOMFIELD BOARD OF EDUCATION
AND
BLOOMFIELD PRINCIPALS' ASSOCIATION

JULY 1, 2020 THROUGH JUNE 30, 2023

Board Approval and Ratification: March 8, 2022

TABLE OF CONTENTS

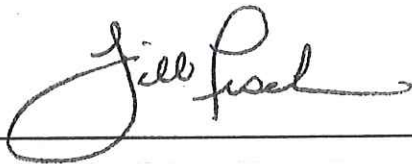
<u>ARTICLE</u>		<u>PAGE</u>
1	PREAMBLE	3
2	RECOGNITION	4
3	NEGOTIATION PROCEDURES	4
4	GRIEVANCE PROCEDURE	6
5	BOARD OF EDUCATION'S LEGAL PREROGATIVES	10
6	ASSOCIATION RIGHTS AND PRIVILEGES	11
7	ADMINISTRATORS' RIGHTS	12
8	TERMS AND CONDITIONS OF EMPLOYMENT	13
9	RULES GOVERNING EMPLOYEE'S ABSENCES	16
10	SABBATICAL LEAVE REGULATIONS	19
11	HEALTH CARE INSURANCE PROGRAMS	21
12	METHOD OF PAYMENT	22
13	ANNUITY PROGRAMS	23
14	NEW EMPLOYEES	23
	STIPENDS AND LONGEVITY	23
	SALARY GUIDES (SCHEDULE A)	26

This Agreement entered into this 22th day of February 2022, by and between the Board of Education of the Township of Bloomfield, New Jersey, hereinafter called the "Board", and the Bloomfield Principals' Association, hereinafter called the "Association", is for the school fiscal year beginning July 1, 2020 and ending June 30, 2023, and is in accordance with Chapter 303, Laws of 1968, as amended by Chapter 123, P.L. 1974.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals, or caused this instrument to be duly executed by their proper officers and their seals affixed, the day and year first above written.

BLOOMFIELD BOARD OF
PRINCIPALS'
EDUCATION

BLOOMFIELD
ASSOCIATION



Jill Fischman, President




Tom Acton, President

Attest:



Hwey-Hwey "Vicky" Guo,
Business Administrator



Nicholas J. Dotoli, Ed.M., Esq.
Director of Administration

DATE:

DATE: 3/22/22

ARTICLE 2

RECOGNITION

ARTICLE 2

RECOGNITION

WHEREAS, the Bloomfield Principals' Association represents the majority of the administrative employees of the Bloomfield Board of Education whose salaries are determined in accordance with the principals' salary guide; and

WHEREAS, Chapter 303 of the Laws of 1968, as amended by Chapter 123, P.L. 1974, provides that an association which enrolls the majority of public employees in a specific category of employment is the legal negotiating unit for such employees;

NOW, THEREFORE, BE IT RESOLVED, that the Bloomfield Board of Education recognizes the Bloomfield Principals' Association as the official negotiating unit for those persons on the principals' salary guide' that is, principals, vice-principals, and assistant principals, who were under contract to the Bloomfield Board of Education for the school year 2017-2020.

ARTICLE 3

NEGOTIATION PROCEDURES

- A. The parties agree to enter into collective negotiations in accordance with Chapter 303, Public Laws of 1968, as amended by Chapter 123, P.L. 1974, in a good faith effort to reach an Agreement on matters concerned with the terms and conditions of administrative employees' employment and grievance procedures. Such negotiation shall begin not later than ten (10) school days after written request by the Association to the Board. Any Agreement so negotiated shall apply to all administrative personnel in the unit, be reduced to writing, and be signed by the Board and the Association.

- B. During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter-proposals. The Board agrees to make available to the Association, in response to reasonable requests, any public information or other information to which the Association is legally entitled.

- C. Neither party in any negotiations shall have control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be authorized to make proposals, consider proposals, and make counterproposals in the course of negotiations; however, final authority to approve proposals shall rest with the Board of Education and the Bloomfield Principals' Association.
- D. The representatives of the Board and the representatives of the Association's negotiating committee shall meet upon request for the purpose of reviewing the administration of the Agreement, and to resolve problems that may arise. These meetings are not intended to bypass the grievance procedure.
 - 1. All meetings between the parties shall be scheduled to take place at a mutually convenient time.
 - 2. Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it shall be reduced to writing and submitted to the Board and to the Association for consideration.
- E. This Agreement represents and incorporates the complete and final understanding of the parties and the settlement of all bargainable issues which were, or could have been, the subject of negotiations. During the term of this Agreement, neither party shall be required to negotiate over any matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either both parties at the time they negotiated or signed this Agreement. This Agreement shall not be modified in whole or in part, nor shall additional items be added by the parties except by an amendment in writing approved by the Board and the Association.
- F. If the Board and the Association cannot reach an Agreement, then either party may request that the matter shall be referred to the New Jersey Public Employment Relations Commission advisory mediation. The mediator shall be selected by mutual Agreement.

ARTICLE 4

GRIEVANCE PROCEDURE

Definitions

1. A "grievance" is a claim based upon an event or condition which affects the welfare and/or terms and conditions of employment of an employee or group of employees and/or the interpretation, meaning or application of any of the provisions of this Agreement.
2. An "aggrieved person" is the person or persons making the claim or the Association making the claim.
3. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
4. Two classes of grievances shall be considered:
 - a. A Class A grievance shall be an informal, personal, individual grievance. This grievance shall be one brought by an individual, and only an individual, on behalf of himself or herself alone, in which the aggrieved person judges that his or her interests are best served by keeping the grievance confidential.
 - b. Class B grievance shall constitute all other grievances.

Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problem which may from time to time arise affecting the welfare or terms and conditions of employment of employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement.

Procedure

Each employee has a right to be heard by his or her immediate supervisor, assistant superintendents, Superintendent, and Board of Education, on conditions concerning his or her employment. It is understood that he or she will proceed through the levels outlined in this procedure. Grievances shall be submitted on the appropriate form.

All employees, including grievant or grievants, shall continue under the direction of the Superintendent regardless of the pendency of the grievance until such grievance is officially resolved. The continuance of duty will not constitute an agreement as to the disposition of the grievance.

It is the intent of both parties in interest to process all grievances as expeditiously as possible.

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year, should result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced, so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

For Class A Grievances

Level 1

Any aggrieved person may present their grievance to his or her immediate supervisor. After discussion of the grievance, the immediate supervisor must reach a decision within six (6) work days of the date on which the grievance was presented in writing.

Level 2

If no resolution has been reached at Level 1, the grievance may be submitted in writing to the Superintendent of Schools within ten (10) work days. The Superintendent must rule on the grievance within ten (10) work days. If the Superintendent does not deem the grievance personal enough to fall within the Class A grievance category, it may only be continued under the Class B category and shall be resumed at Level 2.

Level 3

If no resolution has been reached at Level 2, the grievance may be submitted in writing to the Board within ten (10) work days. The Board must rule on the grievance within fifteen (15) work days. A party in interest may not be represented by any minority organization nor shall the minority organization present or process his or her grievance.

For Class B Grievances

Rights of Employees to Representation

Any part in interest may be represented at all stages of the grievance procedure by himself or herself, or, at his or her option, by a representative selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to present and to state its views at all stages of the grievance procedure.

Level 1

Any aggrieved person may present their grievance to his or her immediate supervisor within thirty (30) work days of the occurrence. After discussion of the grievance, the immediate supervisor must reach a decision within six (6) work days of the date on which the grievance was presented.

Level 2

If no resolution has been reached after the six (6) work day period, the aggrieved person may present his or her grievance to the Association within ten (10) work days. This presentation will be made for the purposes of studying the merit of the grievance and/or to see if the grievance can be resolved through the grievance committee. The grievance committee reserves the right to consult with the aggrieved person's immediate

supervisor in order to facilitate resolution of said grievance. A decision must be reached at this level within six (6) work days. 5

Level 3

If no resolution has been reached at Level 2, the grievance may be submitted in writing to the Superintendent of Schools within ten (1) work days. The Superintendent must rule on the grievance within ten (10) work days. He or she shall respond, after hearings, within this period in a written communication, a copy of which shall be forwarded to the Association.

Level 4

If no resolution has been reached at Level 3, the grievance may be submitted in writing to the Board within ten (10) days. The Board must rule on the grievance within fifteen (15) days. The Board shall respond in writing within this period to the individual or group presenting the grievance and shall inform the Association of its action.

Level 5

If Level 4 does not result in resolution, the aggrieved person may request in writing within ten (10) days that the Association, through the proper officers and/or committees, submit the grievance to advisory mediation. If the Association feels that the grievance is meritorious, it may submit the grievance to mediation within ten (10) days after receipt of this request by the aggrieved person.

The Board and the Association will each name one advisor. A third member, who shall be chairman, shall be named by the first two.

This advisory board shall report recommendations for settlement within ten (10) days. The recommendation shall be submitted to both parties and shall be made public.

Each advisor shall be paid by the party selecting him or her and the expense of the chairman shall be shared equally by the Board and the Association.

Level 6

If the grievance is not resolved, the grievance shall be presented to the New Jersey public Employment Relations Commission (PERC) for fact-finding and/or advisory mediation.

Miscellaneous

1. If, in the judgment of the Association grievance committee, a grievance affects a group or class of employees, the grievance committee may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level 3. The Association grievance committee may process a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.
2. Decisions rendered at Level 1, under Class B. Grievances which are unsatisfactory to the aggrieved person, shall be in writing, setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the chairman of the appropriate Association committee.
3. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any participants.
4. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.
5. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this section.

ARTICLE 5

BOARD OF EDUCATION'S LEGAL PREROGATIVES

The right to establish policies for the operation and management of the school system is exclusively vested in and retained by the Board. Furthermore, nothing in this Agreement shall be construed to diminish or remove from the Bloomfield Board of Education the authority or responsibilities which are vested in it by the New Jersey Revised Statutes Title 18A.

ARTICLE 6

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to make available to the Association, in response to reasonable requests, any public information or other information to which the Association is legally entitled.
- B. Whenever any representative of the Association or any Administrator is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he or she shall suffer no loss of pay.
- C. Members of the Bloomfield Principals' Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.
- D. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. The Business Office and the Principal of the building shall be notified in advance of the time and place of all such meetings. Approval will be contingent upon prior scheduled use.
- E. The Association shall have the right, with permission of the Superintendent, to use full facilities and equipment at reasonable times, when such equipment is not otherwise in use. The Association shall provide materials and supplies incident to such use.
- F. The Association shall have the right to use inter-school mail facilities and school mailboxes as it deems necessary.
- G. The rights and privileges of the Association and its representatives as set forth in this Association shall be granted only to the Association as the exclusive representative of the Administrators and to no other Administrators' organization.

ARTICLE 7

ADMINISTRATORS' RIGHTS

- A. Pursuant to Chapter 303, Public Laws 1968, the Board hereby agrees that every employee of the Board in an administrative capacity (exclusive of the Superintendent of Schools) shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerned activities for mutual aid and protection. As a duly selected body exercising governmental power under the Laws of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any Administrator in the enjoyment of any rights conferred by Chapter 303, Public Laws 1968 or other laws of New Jersey or the Constitution of New Jersey or the Constitution of the United States that it shall not discriminate against any Administrator with respect to hours, wages, or any terms or conditions of employment by reason of his or her membership in the Association and its affiliates, his or her participation in any activities of the Association and its affiliates, collective negotiations with the Board, or his or her institution of any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment

- B. Nothing contained herein shall be construed to deny or restrict to any Administrator such rights as he or she may have under New Jersey School Laws or other applicable laws and regulations. The rights granted to Administrators hereunder shall be deemed to be in addition to those provides elsewhere.

- C. No Administrator shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.

- D. No Administrator shall be subject to coercion, discrimination, or reprisal for participation in local, county, state, or national administrators' association sponsored activities, including those of the parent organizations. No administrator will be subject to coercion, discrimination or reprisal for non-participation in the above.

ARTICLE 8

TERMS AND CONDITIONS OF EMPLOYMENT

A. School Calendar

The initial calendar will be adopted by the Board. Once adopted by the Board, any changes due to emergency closings during the school year shall be discussed with the Association during the development of the new calendar and prior to adoption by the Board.

B. Work Year

1. Senior High School Principal and Assistant Principal (1) and Middle School Principal shall work a twelve (12) month contract and be granted twenty (20) vacation days.
2. High School Principal, Middle School Principal, and Assistant Principal (1), and Elementary Principal (1) shall work a twelve month calendar and be granted twenty (20) vacation days with a maximum carry-over of one year. Elementary Principals, and Assistant Principals shall work a ten (10) month contract and shall be granted all school vacation periods. Contractual responsibilities shall be assumed September 1st, and shall end four days after the last work day for all teaching personnel, not to exceed June 30th except where noted in Article 8B4.
3. Each Principal and Assistant Principal shall provide a telephone number at which they can be reached whenever school is in recess.
4. All ten-month Principals and Assistant Principals shall assume their contractual responsibilities any five (5) workdays prior to the first workday for all non-administrative ten-month employees. Such days shall be scheduled with the approval of the Superintendent. To the degree the district is successful in implementing a district-run after school program, the Association will agree to re-enter negotiations during the course of this 3 year agreement in order to negotiate terms and conditions of the member's participation, oversight and potential management of such a program.

5. All ten-month Principals and Assistant Principals may be assigned oversight responsibilities for curriculum and textbook revision including, but not limited to, serving as chairperson of committees established to address these oversight responsibilities. Instructional leadership will focus on the core content areas as designated by the Superintendent of Schools. These oversight responsibilities will occur during the school year (September 1 through June 30).
6. High School Association members shall participate in the Bloomfield High School commencement ceremonies exclusive of the five (5) additional workdays during the month of August.
7. All principals and assistant principals employed on a twelve-month basis shall not be required to work during the holiday recess. The holiday recess includes December 25th, January 1st and all days in between. This agreement is in lieu of two (2) vacation days that have already been reflected in Article 8, B-1.
8. Each member of the Association shall participate in a minimum of one (1) fall and one (1) spring Bloomfield Teacher Academy (BTA) training module. The topic and scheduling of each session shall be coordinated and approved by the Superintendent's Office.
9. Each member of the Association shall present at one of the monthly administrator meetings; coordination of presentations and topic approval will be overseen by the Superintendent.
10. To the degree the district is successful in implementing a district-run after school program, the Association will agree to re-enter negotiations during the course of this 3 year agreement in order to negotiate terms and conditions of the member's participation, oversight and potential management of such a program.

C. Promotion

All Principals should be consulted concerning extra compensation for non-administrative personnel. This will include non-classroom jobs, curricular and non-curricular. All administrative and supervisory vacancies shall be posted. Any Bloomfield Principal or Assistant Principal who is appointed to another administrative position within the district shall not be compensated with a salary which is less than he/she is being paid under the contract prior to appointment to the new position.

D. Tuition Reimbursement

1. The tuition paid for graduate courses shall be reimbursed by the Board of Education beginning in the summer of 1992 subject to the following conditions:
 - a. Courses must be in an accredited program, an educational administration program or other program approved by the Superintendent of Schools prior to enrollment. The denial of tuition payment is grievable to the Board but is non-arbitral.
 - b. The courses must be completed satisfactorily with a grade of "B" or better. Official transcripts or other sufficient proof shall be submitted.
 - c. Tuition shall be paid by the Board of Education up to a maximum of \$5,000 per year per Principal.
 - d. Evidence of payment of tuition must be presented before reimbursement will be paid. Unless circumstances do not permit, all reimbursements will be made once official transcripts or other sufficient proof is submitted.
 - e. Applicants shall not have received tuition scholarship aid from some other sources which equals or exceeds tuition rate. If aid does not equal the state college rate, reimbursement will be the difference.
 - f. The District shall expend no more than \$25,000 for tuition reimbursement for each year of this Agreement.
 - g. Reimbursement is subject to Internal Revenue Service rules and regulations.

- h. Unit members who are reimbursed for tuition must remain in the Board's employ for two (2) years after receipt. Failure to do so will require the employee to reimburse the Board a pro-rata share of the Board's expense.
- i. Principals requesting national conferences will receive a sum not to exceed \$2,500 per administrator toward the cost of attending as allowed by statute.
- j. A maximum of up to six (6) principals may attend a national conference per year with approval of the Superintendent of Schools.

E. Professional Dues

Each Principal and Assistant Principal may submit vouchers for full annual reimbursement of professional dues associated with NJPSA for each year of this three (3) year agreement.

F. Transfers, Involuntary Transfers and Reassignments

- 1. Any Principal and/or Assistant Principal is eligible to request consideration for a transfer to another assignment within the scope of his or her current assignment.
- 2. Any involuntary transfer or reassignment shall be made only after written notification and a meeting between the administrator involved and the Superintendent of Schools, at which time the administrator shall be notified of the reasons thereof.
- 3. In case of reassignment or involuntary transfer, the administrator involved will be given written notice of their reassignment for the forthcoming school year not later than the end of the first week in June.

G. Bloomfield Teacher's Academy:

- 1. Members of the Principals Association will be encouraged to participate in the District's Teacher Academy. They will continue to encourage their staffs to participate as both teachers/students in the District's Teacher Academy.

H. Admission Eligibility of Association Member's Children:

1. Association members who reside outside of Bloomfield may, with the approval of the Superintendent, register their children to attend the Bloomfield school system at no cost to the Association member.

ARTICLE 9

RULES GOVERNING EMPLOYEE'S ABSENCES

A. Sick Leave

1. The Board will grant twelve (12) days of sick leave per year to each full-time ten month employee without deduction in pay, and fourteen (14) days of sick leave per year to each full-time, twelve month employee without deduction in pay, such leave being credited as of the first day of the school year. Unused sick leave in any year shall be allowed to accumulate.
2. In case of sick leave claimed, the Board may require a physician's certificate to be filed with the Secretary of the Board of Education.
3. Sick leave is hereby defined to mean the absence from his or her post of duty, of the employee because of personal disability due to illness or injury, or because he or she has been excluded from school by the school district's medical authorities on account of a contagious disease or of being quarantined for such a disease in his or her immediate household.
4. Sick leave reimbursement shall be \$80.00 per day for every two (2) days of unused sick leave. The maximum allowable accumulation of unused sick leave days shall be capped at \$15,000.00 payable only upon retirement in accordance with N.J.S.A. 18A:30-3.5 et. seq.

At the option of the employee, these monies shall be paid in one of three ways:

1. 100% on July 1 following retirement; or
2. 100% on January 2 following retirement; or
3. 50% on July 1 and 50% on January 2 following retirement.

B. Extended Absence For Illness

1. When absence, under circumstances described above, exceeds the annual leave and the accumulated leave, the Board will consider each cause on its individual merits.
2. A tenured Principal or tenured Assistant Principal may be granted a leave of absence without pay for up to one (1) year to teach in an accredited college or university.
3. Military leave shall be granted to any Principal or Assistant Principal who is inducted or enlists in any branch of the armed forces of the United States for the period of said induction of initial enlistment.
4. Maternity, paternity, sick leave and/or child rearing leave will be granted to Principals or Assistant Principals bearing and raising or adopting pre-school age children in accordance with applicable N.J. law. Consistent with the foregoing, leave without pay will be granted for up to one (1) school year. Child rearing leaves will only be granted immediately following the assumption of custody of the child.
5. Other leaves of absence without pay may be granted by the Board for a good reason.
6. The leaves outlined in this Article shall be granted only to tenured Principals and Assistant Principals.
7. All benefits to which a Principal or Assistant Principal was entitled to at the time his/her leave commenced, including unused accumulated sick leave shall be restored to him/her upon his/her return and he/she shall be assigned to the same position which he/she held at the time said leave commenced, if available, or, if not, to a substantially equivalent position.

8. All extensions or renewals of leaves shall be applied for in writing, and if granted, will be granted in writing.

C. Allowance For Absence Other Than Personal Illness

This policy shall cover brief absences not chargeable to sick leave or for professional reasons directly beneficial to the school system. The provision for leave at full pay stated below shall be for one year, and no unused days shall be accumulated for use in another year.

1. Death in the Immediate Family – An allowance of up to five (5) days' leave shall be granted.

Definition: Immediate family shall include – spouse, parent, grandparent, parent-in-law, child, sibling; or anyone making his/her home with the family or anyone who actually stands in the position of a member of the immediate family to the employee.

2. Serious Illness in the Immediate Family – An allowance of up to three (3) days shall be granted. (Immediate family same as 1. above).
3. Death of a Relative of the Second Degree – An allowance of one (1) days; leave shall be granted.

Definition: Uncle, aunt, niece, nephew, cousin or relative by marriage.

D. Other Emergencies of a Personal Nature

Association members shall be granted a total of up to four (4) personal leave days during the school year. Personal days shall be for the full length of the school day and shall be recorded as full days.

- E. EMPLOYEE'S ABSENCE REPORT
For the protection of the employee and for the proper payroll accounting and audit, every absence must be accounted for on the regular Board of Education Employee's Absence Report.
- F. Unused Personal Days
Unit members who do not use any personal days in any school year will have two (2) days added to their accumulated sick leave record.

G. Other Leaves

Other leaves of absence without pay may be granted by the Board and Superintendent for good reason.

ARTICLE 10
SABBATICAL LEAVE REGULATIONS

- A. Any administrator who has completed seven (7) or more consecutive years of fulltime service in the Bloomfield Public Schools may, upon recommendation of the Superintendent, be granted leave of absence for one (1) or two (2) semesters for study or study program through travel. After each subsequent period of seven (7) or more years of such service, a further leave for study or study program through travel may be granted.
- B. Applications for such leave shall be made prior to the fiscal period for which such absence is requested. Such application shall be made upon a regular form furnished by the Board of Education and shall indicate a program, approved by the Superintendent and the Board, to be followed by the teacher during the period of the leave.
- C. As a condition to such leave, the administrator shall enter into a contract to continue in the service of the Bloomfield Public Schools for a period of at least two (2) years after the expiration of the leave of absence. Failing to so continue in service, the administrator shall repay to the Board of Education of Bloomfield a sum bearing the same ratio to the amount of salary received while on leave that the unfilled portion of the two (2) subsequent years of service bears to the full two (2) years, unless the administrator is incapacitated or has been discharged.
- D. The salary granted to an administrator on such leave shall be one-half (1/2) of the salary (to which he or she would be entitled if not on leave) for two (2) semesters of leave, or full salary (to which he or she would be entitled if not on leave) for one (1) semester of leave. From such salary shall be deducted monthly regular deductions for the Teachers' Pension and Annuity Fund and any other deductions for which the administrator has personally contracted. Salary payments shall be made monthly in accordance with the general time schedule for payment of salaries in the school system.

- E. Not more than one (1) administrator shall be granted sabbatical leave for the same semester. In granting such leaves of absence, due consideration shall be given to seniority and the reasonable and equitable distribution of the applicants among the different schools and departments. At all times, the needs of the school system as a whole shall be paramount.
- F. Administrators on such leave may not associate for compensation with any person, persons, or organizations during the school year, unless the Board of Education and Superintendent approve such association. This is not intended to exclude any scholarship or grant in aid that an administrator might receive to further his or her education.
- G. Administrators on such leave must be willing to make a report or reports as the Superintendent may require.
- H. Administrators on such leave shall be considered as in the employ of the Board of Education of Bloomfield and the time spent shall count as regular service.
- I. Applicants shall agree to abide by all the foregoing conditions determined by the Board of Education to govern such leaves of absences.

ARTICLE 11

HEALTH CARE INSURANCE PROGRAMS

- A. The Board of Education will pay the premium for Health Benefits for each employee and his/her eligible dependents with the following conditions:
 - 1. Coverage is limited to one (1) family premium when more than one (1) member is employed in the district and enrolled in the current Health Benefits programs. The Board will insure the uninsured spouse for any losses that occur due to the lack of coordination of benefits on subsections B-1 through B-6 when both spouses are employed in the District.
- B. Provisions of the Health Benefit programs shall be detailed in master policies on file in the Board of Education office and in individual

certificates issued to those employees who enroll. The provisions of the Health Benefits program allow all Association members to enroll in the State of New Jersey's State Health Benefits Program operated by both Aetna and Horizon Blue Cross & Blue Shield for the 2017-2018 year of this Agreement.

- C. Administrators shall have the option to withdraw from the insurance coverage listed in B with the following conditions:
 - 1. Administrators who elect to withdraw from this insurance coverage shall be paid twenty-five per cent (25%) of the premium cost based on family or single coverage at the time of withdrawal, per year and prorated for part of the year subject to a CAP of \$5000.00.
 - 2. Administrators hired after February 1, 1995 shall receive 25% of the average between two single coverages in medical insurance by the Board's provider. Teachers who withdraw shall have the right to re-enroll at the next open enrollment period.
 - 3. Administrators who withdraw are permitted re-enroll immediately should they lose their alternate Health Benefits coverage as a result of a "life status" change. Any monies paid in advance to the employee must be refunded to the Board of Education on a prorated basis.
- D. If the Board changes the level of medical benefits available to any bargaining unit which represents over 50% of the District's labor Force or with any carrier during the life of this Agreement, such changes shall also be effective for this bargaining unit.
- E. The Board will not be required to pay insurance premiums for teachers on unpaid leaves of absence. Administrators on unpaid leaves of absences may continue in the insurance program (where permitted by the carrier) by reimbursing the Board for the cost of premiums. Reimbursement shall be made prior to the premium date.

ARTICLE 12

METHOD OF PAYMENT

- A. Administrators will be paid twice per month.

- B. Administrators may participate in the ten percent (10%) summer savings plan. Those persons wishing to participate will have 10% of their monthly salary withheld as a payroll deduction and transmitted to the American Savings Bank or Credit Union to be deposited in an individual account of the employee concerned. The money deposited in this account will receive the current rate of interest and be subject to the rules and regulations of the American Savings Bank. The Board of Education is relieved of any responsibility after forwarding the monthly salary deductions to the bank.

ARTICLE 13

ANNUITY PROGRAMS

Members may participate in tax sheltered annuity programs offered by the Variable Annuity Life Insurance Company (VALIC) or the Supplemental Annuity Collective Trust of the Division of Pensions of the State of New Jersey or a combination of the Two programs or any other program to be selected by the Association, provided that the payroll system will permit such a deduction. Each member desiring to participate in a tax sheltered annuity program will complete the necessary salary reduction agreement for the plan or plans desired. The total salary reduction shall not exceed the statutorily permitted maximum. Any salary reduction agreement for the plan offered by the Variable Annuity Life Insurance Company or to the Supplemental Annuity Collective Trust.

ARTICLE 14

NEW EMPLOYEES

The Board of Education will advise prospective employees that a Written Agreement exists between the Board and the Bloomfield Principals' Association. The Bloomfield Board of Education will furnish a copy of such an Agreement, including the adopted salary guide to any individual offered an administrative position covered by the guide before contractual agreement is made. The contracting individual shall be placed as a result of negotiation with the Board on some step in the existing guide.

STIPENDS AND LONGEVITY

Earned Doctorate = \$2,500

Longevity

\$3,000 Additional after 10 years of service with at least 10 consecutive years of service in Bloomfield.

\$2,000 Additional (total of \$5,000) after 20 years of service, or age 60, with at least 10 consecutive years of service in Bloomfield

\$2,400 Additional (total of \$7,400) after 25 years of service, with at least 10 consecutive years of service in Bloomfield.

\$2,200 Additional (total of \$9,600) after 30 years of service, with at least 10 consecutive years of service in Bloomfield.

\$8,500 Stipend for Bloomfield High School Principal.

BLOOMFIELD PRINCIPALS' ASSOCIATION

SALARY GUIDE

- A. The salaries for 2020-2021, 2021-2022, 2022-2023, for all Principals and Assistant Principals employed by the Board and covered by this Agreement are set forth in Schedule A, which is attached hereto.
- B. The evaluation instrument developed by the superintendent and committee of the B.P.A. will continue to be implemented throughout the life of this contract. Any changes to the current evaluation

instrument may only occur after consultation with a committee representing the B.P.A. membership.

SCHEDULE A: SALARY GUIDES
2020-2021

12 Month Principal		10 Month Principal	
1	132,000	1	116,500
2	136,000	2	118,500
3	140,000	3	121,000
4	145,000	4	124,500
5	150,000	5	127,000
6	154,000	6	132,000
7	158,000	7	134,000
8	164,349	8	151,511

12 Month Assistant		10 Month Assistant	
1	119,000	1	112,000
2	123,000	2	115,000
3	128,000	3	118,000
4	132,000	4	121,000
5	135,000	5	125,000
6	138,000	6	129,000
7	143,000	7	132,000
8	148,858	8	141,511

SCHEDULE A: SALARY GUIDES
2021-2022

12 Month Principal		10 Month Principal	
1	136,000	1	118,000
2	140,000	2	120,000
3	149,000	3	123,000
4	153,000	4	126,000
5	157,000	5	129,000
6	161,000	6	136,000
7	165,000	7	143,000
8	168,946	8	156,108

12 Month Assistant		10 Month Assistant	
1	119,000	1	115,000
2	124,000	2	118,000
3	129,000	3	122,000
4	133,000	4	125,000
5	136,000	5	129,000
6	139,000	6	134,000
7	143,000	7	140,000
8	153,420	8	146,108

SCHEDULE A: **SALARY GUIDES**
2022-2023

12 Month Principal		10 Month Principal	
1	140,000	1	121,000
2	144,000	2	124,000
3	149,000	3	126,000
4	153,000	4	128,000
5	158,000	5	130,000
6	163,000	6	135,000
7	168,000	7	146,000
8	172,972	8	160,134

12 Month Assistant		10 Month Assistant	
1	120,000	1	116,000
2	123,000	2	120,000
3	125,000	3	124,000
4	127,000	4	127,000
5	132,000	5	129,000
6	138,000	6	134,000
7	148,000	7	141,000
8	157,448	8	150,134