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BOARD OF EDUCATION OF THE CITY OF BAYONNE

FILED
RECORDED

A G R E E M E N T

By and Between:-

Board of Education of the City of Bayonne,

-and-

Public School Administrators' Association.

Effective Date: - September 1st, 1970.

Agreement Date:- March , 1970.

For
1970-72
Admin

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A G R E E M E N T

THIS AGREEMENT, made this _____ day of March, 1970, 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, hereinafter referred to as the "Association".

The Board and the Association mutually agree as follows:

1. - RECOGNITION - The Board recognizes the Association as the exclusive representative of Principals, Vice-Principals, Dean of Girls, Directors, Department Heads, and Supervisor of Nurses, employed in the Bayonne Public Schools.

2. - MEETINGS - Meetings between representatives of the Board, usually the Superintendent of Schools, and representatives of the Association, shall be held at times as may be mutually agreed upon.

3. - PUBLIC RELATIONS AND GRIEVANCES -
 - (a) - It is recognized that to achieve effective results, both parties must enter into such discussions frankly and openly in the sincere desire to deal with one another in good faith. The Board will bring up for discussion contemplated changes in the Rules and Regulations affecting various conditions, salaries, etc. The Association will bring up matters affecting the economic or professional status of the group as a whole and through successive stages of supervision to the Board, individual grievances which may be referred to it by the Association.

3. - PUBLIC RELATIONS AND GRIEVANCES (Continued):-

(b) - The parties recognize that the workability of such a system as this depends on the mutual respect and understanding which they believe can exist between the Board and the Association and each pledges itself to exert all efforts to maintain such mutual respect and understanding.

4. - GENERAL PROVISIONS - With respect to matters not covered by this Agreement, which are proper subjects for collective bargaining, the Rules and Regulations of the Board of Education shall be binding. However, the Board agrees that it will make no changes in the Rules and Regulations without appropriate prior consultation and negotiation with the designated representatives of the Association.

5. - SALARY SCHEDULE - The salary ratios, for the School Years 1970-71 and 1971-72, for the following listed positions, shall be as set forth below:

High School Principal	1.45
Elementary Principals	1.30
Secondary Vice Principals	1.15
Directors, Dean of Girls	1.125
Department Heads, Supervisor of Nurses	1.075

For the year 1970-71, each Administrator shall receive a salary increase in a sum not to exceed Thirty-One Hundred (\$3,100.00) Dollars, up to his/her proper step on the salary guide.

For the year 1971-72, each Administrator shall be placed on guide.

5. - SALARY SCHEDULE - (Continued):

Longevity will be paid each administrator as follows:

20 to 30 years service, effective 9/1/70 - \$500.
30 years and over service, " " - \$500. Add'l.

(This means that any administrator with 30 years or more of service, as of September 1, 1970, will receive \$1,000. longevity in addition to his 1970-71 salary).

6. - OTHER BENEFITS - The Board of Education will pay one-half the cost of full-family coverage under Blue Cross, Blue Shield, Rider "J", and Major Medical, in addition to paying the full cost thereof for Board employed Administrators.

7. - SALARY SCHEDULE STUDY - The Superintendent of Schools will make a study of the following matters -

- a). - Department Heads
- b). - Vice Principals
- c). - The five-step salary schedule for all administrators

and will make a report thereon to the Board as soon as possible.

8. - MANAGEMENT'S RIGHTS - All rights not expressly granted to the Association in this Agreement are hereby reserved by the Board.

9. - FUTURE NEGOTIATIONS - Negotiations on a new contract shall commence no sooner than October 1st, 1971, and no later than October 31st, 1971.

10. - SAVINGS CLAUSE - In the event that any provision of this Agreement is, or shall at anytime be contrary to law, all other provisions of this Agreement shall continue in effect.

11. - DURATION - This Agreement, and each of its provisions, shall be in effect as of September 1st, 1970, and shall continue in full force and effect until August 31st, 1972.

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

BOARD OF EDUCATION OF THE CITY
OF BAYONNE, NEW JERSEY,

by: Herman L. Brockman
(Herman L. Brockman)
Board President.

Attest:

Joseph G. Skutnick
(Joseph G. Skutnick)
Board Secretary.

PUBLIC SCHOOLS ADMINISTRATORS'
ASSOCIATION,

by: Anthony C. Pintauro
(Anthony C. Pintauro)
President

Attest:

Genevieve M. Cash
(Genevieve M. Cash)
Secretary.