

THIS DOES NOT
CIRCULATE

This AGREEMENT is entered into the 7th day of November,
1977 between the BOARD OF EDUCATION OF THE BOROUGH OF FORT LEE
IN THE COUNTY OF BERGEN, hereinafter called the "Board", and
the FORT LEE ADMINISTRATIVE GROUP, hereinafter called "FLAG".

ARTICLE I
RECOGNITION

The Board hereby recognizes FLAG, during the lifetime of
this Agreement, as the exclusive representative for collective
negotiations concerning the terms and conditions of employment
for all employees who comprise the unit hereunder as follows:

- (a) Principal
- (b) Assistant Principal
- (c) Director of Adult Education
- (d) George Mitchell as Director of Guidance,
subject, however, to the following:

George Mitchell, as Director of Guidance,
is in the classification of department head
and is under the direct supervision of the
principal and assistant principal of Fort
Lee High School. George Mitchell is neither
a supervisor nor administrator. Nothing in
this resolution shall be construed or inter-
preted in any manner whatsoever as conferring
on George Mitchell, as Director of Guidance,
any rights, entitlements or benefits whatso-
ever, as a supervisor or administrator. The
granting of the right to George Mitchell to
become a part of the supervisor's negotiating
unit, known as the Fort Lee Administrative
Group, shall be limited to George Mitchell,
as Director of Guidance, and not to the
position of director of guidance. In the
event George Mitchell resigns from the Fort
Lee School System, his successor, as Director
of Guidance, shall have no right whatsoever
to become a member of the supervisor's
negotiating unit.

The following personnel are hereby specifically excluded
from the negotiation unit:

- (a) Superintendent of Schools
- (b) Assistant Superintendent of Schools
- (c) General Elementary Supervisor and/or
Director of Elementary Education.

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Relations

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7/1/77 ~ 6/30/78

ARTICLE II

SALARIES

The annual salaries for the following Administrators and Guidance Director for the school year 1977-78, retroactive to July 1, 1977, are as follows:

<u>Administrators</u>	<u>Salary</u>
Mr. John Mardy	\$34,100.00
Mr. Albert Biancardi	32,761.00
Mr. Percy Clifton	31,555.00
Mr. Antonio Consoli	30,911.00
Mr. Charles Lauricella	31,453.00
Mr. Ernest Ritenhouse	30,931.00
Mr. Frank Schlogl	29,571.00
Mr. Richard Weissenborn	30,278.00
<u>Guidance Director</u>	<u>Salary</u>
Mr. George Mitchell	\$32,167.00

ARTICLE III

HEALTH INSURANCE

1. The Board will provide, at Board expense, for employees covered under this Agreement, and their eligible dependents, as such dependents are defined and included under the following insurance policies, the following health insurance benefits under the New Jersey Public and School Employees Health Benefits Plan:

- a) New Jersey Blue Cross hospitalization.
- b) New Jersey Blue Shield medical-surgical, including Rider J.
- c) Major Medical Insurance.

2. The Board may change insurance carriers at its option and after notification to the Association, provided substantially similar benefits are provided.

3. The Board agrees to provide for a dental coverage plan, the cost of which is to be borne by the Board and the individual employees, as hereinafter set forth, with the New Jersey Dental Services Plan, Inc. for all employees covered by this Agreement, together with their eligible dependents, as such dependents are defined in the insurance policy. The Board reserves the right, at its option, after notification to the Association, to change insurance carriers provided substantially similar benefits are provided. The Board agrees to contribute toward the cost of the dental plan a sum not to exceed \$204.72 per year for each employee covered by this Agreement. Any additional cost over and above the \$204.72 per year per employee shall be paid by the individual employee by way of payroll deduction.

ARTICLE IV

DURATION OF AGREEMENT

This Agreement shall remain in full force and effect as of July 1, 1977 and shall remain in full force and effect through June 30, 1978.

FORT LEE ADMINISTRATIVE GROUP

By Frank B. Schlogl
Frank Schlogl, President

Attest:

George Meyers
George Meyers, Secretary

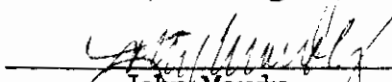
FORT LEE BOARD OF EDUCATION
FORT LEE, NEW JERSEY

By Salvatore A. Trovato
Salvatore A. Trovato, President

Attest:

Harold P. DeSocio
Harold P. DeSocio, Secretary

Members of Negotiating Committee:



John Mardy



Antonio Consoli



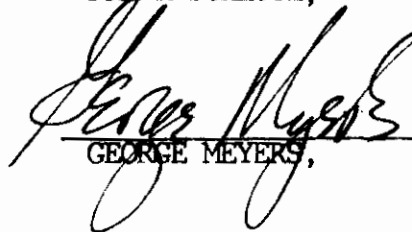
Frank Schlogl

This is to certify that the undersigned have been duly authorized by the Fort Lee Administrative Group to execute the above Agreement on behalf of the Fort Lee Administrative Group and in accordance and in compliance with the internal procedures of the Fort Lee Administrative Group.

Dated: November 7, 1977



FRANK SCHLOGL, President



GEORGE MEYERS, Secretary