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OCT 21 1974

October 10th, 1974.

RUTGERS UNIVERSITY

74-76

By Trustee _____

BE IT RESOLVED, that the President and Secretary of this Board are hereby authorized and directed to execute, in the name of, and on behalf of this Board of Education, the annexed Contract between the Board of Education of the City of Bayonne, New Jersey and the Public School Administrators' Association, for the period September 1st, 1974 through August 31st, 1976; and be it further

RESOLVED, that the Secretary of this Board forward a duly executed copy of this Contract to the New Jersey Public Employment Relations Commission.

Trustee Joseph P. Scantle moved
that the foregoing resolutions be adopted.
Seconded by Trustee William J. [Signature]
Carried _____

ADOPTED AT BOARD MEETING HELD OCTOBER 10th, 1974.

A G R E E M E N T

Between:-

BAYONNE BOARD OF EDUCATION,

-and-

PUBLIC SCHOOL ADMINISTRATORS'
ASSOCIATION, (Bayonne, N.J.).

Dated: - September , 1974.

Effective Date: - September 1st, 1974 through August 31st, 1976.

A G R E E M E N T

THIS AGREEMENT, made this _____ day of September, 1974, 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 has recognized the Association as the official organization representing the following administrative categories:

1. - High School Principal;
2. - Elementary School Principals;
3. - Secondary House Directors; Vice Principals;
4. - Directors, Dean of Girls;
5. - Department Heads, Supervisor of Nurses.

2. - MEETINGS:

The Superintendent of Schools shall meet with the President of the Association whenever it is deemed necessary by either the Superintendent or the Association.

3. - EMPLOYER-EMPLOYEE RELATIONSHIP:

It is recognized by the Board and the Association that negotiations are an essential element to successful and cordial employer-employee relations.

3. - EMPLOYER-EMPLOYEE RELATIONSHIP - (Continued):

The Association shares, with the Superintendent, significant responsibility for the mutual improvement of the Bayonne School System. To this end a satisfactory channel of communication must be maintained between the Superintendent and members of the Association.

4. - VACANCIES:

Administrative vacancies shall be adequately publicized in all schools within a reasonable time after a vacancy occurs.

All publicity and notices of such vacancies shall clearly set forth the qualifications and duties of the position. All vacancies shall be filled without regard to age, color, ethnic background, sex, or marital status.

5. - PERSONAL BUSINESS DAYS:

Each Administrator shall be granted two (2) personal business days per year without loss of pay, such days being non-cumulative.

6. - MEDICAL COVERAGE:

The Board agrees to continue its policy of paying for the cost of employee coverage for Blue Cross, Blue Shield, Rider "J" and Major Medical. In addition, the Board agrees to pay one hundred (100%) percent for family coverage.

7. - SALARY SCHEDULE:

The Bayonne Public School Administrators' Association is strongly committed to the concept of RATIO for the establishment of a fair and equitable salary guide. The salary ratios for the below-listed positions shall prevail for the duration of this Agreement, retroactive to September 1st, 1974:

<u>Position</u>	<u>Ratio</u>	<u>Increment</u>
High School Principal	1.45	\$450.
Elementary School Principals	1.30	\$450.
Secondary House Directors, Vice Principals	1.20	\$400.
Directors, Dean of Girls	1.125	\$400.
Department Heads, Supervisor of Nurses	1.075	\$300.

There shall be a five (5) step schedule for each of the Administrative categories set forth above.

In Addition, Longevity shall be paid to Administrators set forth above as follows:

After 20 years of service	-	\$500.
After 30 years of service	-	\$500. Additional.

Note: - For Payroll purposes, the salaries based upon the above schedule will be rounded off to the next highest "dollar-zero".

All administrative personnel shall be compensated by one-tenth (1/10th) of their yearly salary for every month's service during the summer months.

All administrators have the option to receive salary payments in twenty checks annually or 24 checks annually. Administrators must notify the Board of Education prior to July 15th, 1975, if they wish to change the number of salary payments for 1975-76.

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 November 1st, 1975 and no later than November 30th, 1975.

10. - SAVINGS CLAUSE:

In the event that any provision of this Agreement is, or shall at any time 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, 1974, and shall continue in full force and effect until August 31st, 1976.

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.

Attest:-

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

Attest:-

Pauline Mackay

BOARD OF EDUCATION OF THE CITY OF BAYONNE,

by: Nicholas J. Mangelli
(Nicholas J. Mangelli)
Board President.

PUBLIC SCHOOL ADMINISTRATORS' ASSOCIATION:

by: James J. Ferriman
(James J. Ferriman)
Association President.