

**Collective Negotiation Agreement Between
The Dumont Board of Education and
The Dumont Association of School Administrators and Supervisors
July 1, 2005 to June 30 2008**

Article 1

Recognition

In accordance with the provisions of the New Jersey Employer-Employee Relations Act, the Board of Education hereby recognizes the Association as the representative designated for the purpose of collective negotiations for all Supervisory and Administrative positions listed in Salary Guide A and/or Salary Guide B.

Article II

Salaries

Salaries of Supervisory and Administrative personnel, in accordance with their assigned positions, will be as follows:

Supervisors and Administrators hired before July 1, 2003 will remain on Salary Guide A.
Supervisors and Administrators hired on or after July 1, 2003 will be on Salary Guide B.

Article III

Benefits

A. Members of the Supervisory and Administrative staff shall receive the same fringe benefits as are negotiated with the Dumont Education Association, except as indicated below.

B. The Board of Education agrees to pay full dues for appropriate national and state organizations approved by the Superintendent of Schools at the prevailing rate for each Supervisor and Administrator. Members of the New Jersey Principal and Supervisor Associations will be reimbursed for the cost of membership.

C. 1. Each Supervisory and Administrative member of the Association who is employed on a twelve month contract shall receive twenty-two vacation days. Members employed after the inception of this contract shall be entitled to a reduced number of vacation days based upon their total years in education to be increased incrementally until they reach twenty-two days (see attachment). A member serving more than six years as a Supervisor or Administrator in the district shall receive twenty-three vacation days. A member leaving the district prior to the time he/she has taken his/her vacation shall be entitled to the vacation days prorated for the time worked.

2. 10 month Supervisors and 10 month Administrators will work ten days beyond the Teacher's school calendar.

3. In Addition to vacation days listed in C.1. above, members of the Association employed on a twelve month contract are entitled to five additional vacation days to be scheduled during the recess periods in which the school is closed for students and teachers, subject to the approval of Superintendent of Schools.

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D. Members of the Association will be granted the following holidays:

Independence Day	Christmas Day
Labor Day	New Year's Eve
Columbus Day	New Year's Day
Veteran's Day	Martin Luther King Day**
Election Day**	President's Day
Thanksgiving Recess (2days)	Good Friday
Christmas Eve	Memorial Day

** These holidays will only apply when school is closed for students and teachers.

E. 1. Supervisors and Administrators who retire and qualify for immediate TPAF pension benefits shall be eligible for severance pay, provided they have spent a minimum of twelve (12) years in the school district.

2. Severance pay shall be determined by multiplying the number of unused sick and personal leave days accumulated by the Supervisor or Administrator at the time of retirement, times a rate determined by adding five dollars (\$5.00) to the amount as set in the agreement between the Dumont Board of Education and the Dumont Education Association. Such amount shall not exceed \$21,000. Accumulated sick leave days shall be based on the Supervisor's or Administrator's total time of employment in the district in any certificated capacity. The accumulation of unused personal days shall begin with days earned since July 1, 1983.

3. Severance pay checks shall be issued no later than July 15th of the school year in which the Supervisor or Administrator retires.

4. In the event that a Supervisor or Administrator retires and dies prior to the receipt of the severance pay check, the money shall be paid to the Supervisor's or Administrator's estate.

Article IV

Other

A. Supervisors normal work day will begin at 7:30 a.m. and end at 3:35 p.m.

B. During the summer vacation period the work day for 12 month Administrators and Supervisors will begin at 8:00 a.m. and end at 3:00 p.m. with a thirty (30) minute lunch break, except for Fridays when the work day will end at 2:30 p.m.

C. When the school is closed due to inclement weather, Administrators shall report to work as soon as possible. They will be responsible for reporting the condition of the buildings and grounds to the Superintendent of Schools as soon as possible after their arrival.

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D. The position of Director of Technology shall be considered part of the duties of the current Lincoln School Principal and compensated at a salary equivalent to 1.04 times the Grant School Principal.

Dumont Board of Education

Dumont Association of School
Administrators and Supervisors

Barbara Correa, President

Emanuele Triggiano, President

Debbie Shanley, Negotiation Committee

Dr. Kevin Donohue, Negotiations Comm.

Dr. Richard Healy, Negotiation Committee

Date

John Kohlberger, Negotiation Committee

Date

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Attachment A

Vacation Day Scale for New Members

Beginning Allotment:	10 years or less of certificated position experience.	16 days
	More than 10 years of certificated position experience.	18 Days
	More than 20 years of certificated position experience.	20 Days

New Members will be given two additional days of vacation for each year they are employed in a certificated position in the District until they reach twenty-two (22) days.

Attachment B

Advancement to a Higher Salary Classification

- A. Increases in education for Supervisors and Administrators on Salary Guide B will be considered only on July 1 or January 1 of each year of this agreement. Supervisors and Administrators are responsible for providing the Schools Business Administrator with the proper certifications as soon as possible, but not later than August 15 for advancement retroactive to July 1 and February 15 for advancement retroactive to January 1.
- B. Supervisors and Administrators are entitled to a full year of experience credit after their first year of employment in the district provided that they have completed more than 1/2 of the work year.

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Attachment C

Supervisors and Administrators Salary Increases

<u>Year</u>	<u>Salaries</u>
2005/2006	<p>Supervisors and Administrators on Guide A will each receive a 4% increase in salary.</p> <p>Supervisors and Administrators on Salary Guide B will receive salaries based on Salary Guide B, Attachment D.</p>
2006/2007	<p>Supervisors and Administrators will receive a 3.75% increase on the total salaries of all Supervisors and Administrators.</p> <p>A new base salary for Supervisors and Administrators on Salary Guide B will be derived:</p> <ol style="list-style-type: none"> A. Calculate the total dollar increase for all Supervisors and Administrators. (Previous year Supervisors and Administrators salaries multiplied by the increase percentage.) B. Calculate the total dollars that the Salary Guide B Supervisors and Administrators will receive due to an increase for experience. (Previous year Salary Guide B Salaries multiplied by the Salary Guide B Supervisors and Administrators increase in the experience multiplier.) C. Find a remaining amount by subtracting the Salary Guide B Supervisors and Administrators increase for experience from the total dollar increase for all Supervisors and Administrators. D. Calculate a percentage increase to the Salary Guide B Base by dividing the remaining amount (paragraph C.) by the previous year's total dollar amount for all Supervisors and Administrators. E. To calculate the new Salary Guide B Base, multiply the percentage increase by the previous year base. <p>Supervisors and Administrators on Salary Guide A will receive an equal dollar amount increase by:</p> <ol style="list-style-type: none"> A. Subtracting the total increase in salaries of the Supervisors and Administrators on Salary Guide B from the total dollar increase of all Supervisors and Administrators. B. Dividing the remaining dollar amount by 6.

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2007/2008	<p>Supervisors and Administrators will receive a 3.75% increase on the total salaries of all Supervisors and Administrators.</p> <p>A new base salary for Supervisors and Administrators on Salary Guide B will be derived:</p> <ul style="list-style-type: none">A. Calculate the total dollar increase for all Supervisors and Administrators. (Previous year Supervisors and Administrators salaries multiplied by the increase percentage.)B. Calculate the total dollars that the Salary Guide B Supervisors and Administrators will receive due to an increase for experience. (Previous year Salary Guide B Salaries multiplied by the Salary Guide B Supervisors and Administrators increase in the experience multiplier.)C. Find a remaining amount by subtracting the Salary Guide B Supervisors and Administrators increase for experience from the total dollar increase for all Supervisors and Administrators.D. Calculate a percentage increase to the Salary Guide B Base by dividing the remaining amount (paragraph C.) by the previous year's total dollar amount for all Supervisors and Administrators.E. To calculate the new Salary Guide B Base, multiply the percentage increase by the previous year base. <p>Supervisors and Administrators on Salary Guide A will receive an equal dollar amount increase by:</p> <ul style="list-style-type: none">A. Subtracting the total increase in salaries of the Supervisors and Administrators on Salary Guide B from the total dollar increase of all Supervisors and Administrators.B. Dividing the remaining dollar amount by 6.
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Attachment D

Salary Guide B

Supervisors and Administrators hired on or after July 1, 2003

Position Multiplier		Experience Multiplier		Education Multiplier	
Principal, High School	1.6	1 Year	0.015	MA	0
Principal, Middle School	1.5	2 Year	0.03	MA + 30	0.03
Principal, Elementary School	1.4	3 Year	0.045	MA + 60	0.07
Asst. Principal, High School	1.3	4 Year	0.06	Ed, D	0.1
Director of Guidance	1.25	5 Year	0.075		
Athletic Director	1.25	6 Year	0.09		
Asst. Principal, Middle School	1.2	7 Year	0.105		
Supervisor, 10.5 Months	1.15	8 Year	0.12		
Dean of Students	1.1	9 Year	0.135		
		10 Year	0.15		

Base Salary	
2005/2006	\$74,000
2006/2007	\$76,205
2007/2008	\$78,474

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Attachment E

Salary Guide A

Salary Guide A – Supervisors and Administrators hired before July 1, 2003

Position	2005/2006	2006/2007	2007/2008
Asst. Principal, Middle School, Selzer	\$118,605	\$122,811	\$127,176
Director of Guidance	\$120,376	\$124,582	\$128,948
Principal, Elementary School, Grant	\$130,699	\$134,905	\$139,271
Supervisor of English	\$114,987	\$119,193	\$123,558
Principal, Middle School, Selzer	\$132,902	\$137,108	\$141,473
Principal. Elementary School, Lincoln and Dir. of Technology	\$135,927	\$140,302	\$144,842