

MEMORANDUM OF AGREEMENT
between the
PASSAIC BOARD OF EDUCATION
and
PASSAIC ADMINISTRATORS AND SUPERVISORS ASSOCIATION

Any provision(s) not changed in this Memorandum of Agreement shall remain as set forth in the current agreement.

Article No. III
GRIEVANCE PROCEDURE

Paragraph D (1), Contract Arbitrator, shall be deleted from Article No. III.

Article No. X
WORKING CONDITIONS

Line 3 through 6, delete and substitute the following:

One week (5 days) prior to the opening of school (8:30 a.m. to 3:30 p.m.)
One week (5 days) after the close of school (8:30 a.m. to 3:30 p.m.)
Plus an additional 5 days between the week prior to school opening and the week after the close of school (8:30 to 3:30 p.m.)

Article No. XII
ADMINISTRATIVE SUPERVISORY SALARY SCHEDULE

Section A, page 29, shall be deleted from Article XII

Article VIII
INSURANCE PROTECTION

The following section will be added to Section H:

Employees who retire without a sufficient number of years to be eligible for Board-paid health insurance shall have the option of purchasing, at their own expense, any coverage available for covered employees, subject to approval by insurance carrier.

This option shall be available provided it does not negatively impact or increase the Board's health insurance premiums and is permitted by the insurance carrier. The Board reserves the right to charge an administrative fee equal to 5% of the annual premium cost for each employee who chooses this option.

The following section will be added to Section F:

Employees shall have the option of purchasing at their own expense the difference in cost between the Board's current Washington National expenditure and the cost of Washington National Long-term Disability Policy Plan E.

This option shall be available provided it does not negatively impact or increase the Board's long-term disability insurance premiums and is permitted by the insurance carrier. The Board reserves the right to charge an administrative fee equal to 5% of the annual premium cost for each employee who chooses this option.

The following section will be added to Section C:

Employees shall have the option of purchasing at their own expense the difference in cost between the Board's current dental insurance program and the cost of any other enhanced coverage provided by the Board's dental insurance carrier.

This option shall be available provided it does not negatively impact or increase the Board's dental insurance premiums and is permitted by the insurance carrier. The Board reserves the right to charge an administrative fee equal to 5% of the annual premium cost for each employee who chooses this option.

SALARIES



For the 2001-2002 year of the agreement, the Board agrees to provide an increase in salary for staff members as established by the scattergram summary attached hereto as Exhibit A. For the 2002-2003, 2003-2004, and 2004-2005 years of the agreement, all members shall be frozen on the steps of the 2001-2002 guide and the Board agrees to provide an increase in salary for staff members as established by the scattergram summary attached hereto as Exhibit A.

PASA members who hold a Doctorate degree shall receive a stipend of \$1,000.00, which will be added to their base salary.



MISCELLANEOUS

All dates shall be changed in accordance with the new dates established by the collective bargaining agreement.

The term of this contract shall be September 1, 2001 through August 31, 2005.



BOARD

Dated: 12/10/02



ASSOCIATION

Dated: 12/10/02

11/26/2002

PASA Salary Guides FY01/02 to FY04/05

PASA Schedule A Supervisor of Fine Arts, Assistant Supervisor of
Physical Education, Supervisor of Nurses

	Base Year FY 00/01 Existing	FY 01/02	FY 02/03	FY 03/04	FY 04/05
MA					
Step 1	\$69,608	\$72,045	\$75,647	\$79,429	\$83,401
Step 2	\$70,233	\$72,691	\$76,325	\$80,142	\$84,149
Step 3	\$72,107	\$74,631	\$78,362	\$82,280	\$86,394
Step 4	\$73,982	\$76,572	\$80,400	\$84,420	\$88,641
Step 5	\$75,857	\$78,512	\$82,437	\$86,559	\$90,887
Step 6	\$77,732	\$80,453	\$84,475	\$88,699	\$93,134
Step 7	\$79,605	\$82,391	\$86,511	\$90,836	\$95,378
Step 8	\$81,481	\$84,332	\$88,549	\$92,976	\$97,625
MA 15					
Step 1	\$72,004	\$74,524	\$78,251	\$82,163	\$86,271
Step 2	\$72,652	\$75,195	\$78,955	\$82,903	\$87,048
Step 3	\$74,598	\$77,209	\$81,069	\$85,123	\$89,379
Step 4	\$76,544	\$79,223	\$83,184	\$87,343	\$91,710
Step 5	\$78,489	\$81,237	\$85,298	\$89,563	\$94,042
Step 6	\$80,333	\$83,145	\$87,302	\$91,668	\$96,251
Step 7	\$82,382	\$85,265	\$89,529	\$94,005	\$98,705
Step 8	\$84,327	\$87,278	\$91,642	\$96,224	\$101,035
MA 30					
Step 1	\$75,327	\$77,964	\$81,862	\$85,955	\$90,253
Step 2	\$76,010	\$78,671	\$82,604	\$86,734	\$91,071
Step 3	\$78,054	\$80,786	\$84,826	\$89,067	\$93,520
Step 4	\$80,099	\$82,902	\$87,047	\$91,400	\$95,970
Step 5	\$82,144	\$85,019	\$89,270	\$93,733	\$98,420
Step 6	\$84,188	\$87,135	\$91,491	\$96,066	\$100,869
Step 7	\$86,232	\$89,250	\$93,713	\$98,399	\$103,319
Step 8	\$88,278	\$91,367	\$95,936	\$100,732	\$105,769
MA 45					
Step 1	\$76,582	\$79,262	\$83,225	\$87,386	\$91,756
Step 2	\$77,275	\$79,980	\$83,979	\$88,178	\$92,587
Step 3	\$79,357	\$82,135	\$86,242	\$90,554	\$95,081
Step 4	\$81,441	\$84,291	\$88,505	\$92,931	\$97,577
Step 5	\$83,521	\$86,445	\$90,767	\$95,305	\$100,071
Step 6	\$85,591	\$88,586	\$93,016	\$97,666	\$102,550
Step 7	\$87,685	\$90,753	\$95,291	\$100,056	\$105,059
Step 8	\$89,767	\$92,908	\$97,554	\$102,432	\$107,553

Schedule B Assistant Supervisor of Title I/Testing, Assistant Supervisor of Special Education, Assistant Supervisor of Early Childhood Education
Elementary School Assistant Principals
Supervisors of Technology, Supervisor of Health Services

	Base Year				
	FY 00/01	FY 01/02	FY 02/03	FY 03/04	FY 04/05
MA					
Step 1	\$70,858	\$73,338	\$77,005	\$80,855	\$84,898
Step 2	\$73,044	\$75,601	\$79,381	\$83,350	\$87,517
Step 3	\$75,232	\$77,865	\$81,759	\$85,847	\$90,139
Step 4	\$77,419	\$80,129	\$84,135	\$88,342	\$92,759
Step 5	\$79,605	\$82,391	\$86,511	\$90,836	\$95,378
Step 6	\$81,793	\$84,656	\$88,889	\$93,333	\$98,000
Step 7	\$83,980	\$86,920	\$91,266	\$95,829	\$100,620
Step 8	\$86,167	\$89,183	\$93,642	\$98,324	\$103,241
MA 15					
Step 1	\$73,302	\$75,867	\$79,661	\$83,644	\$87,826
Step 2	\$75,571	\$78,216	\$82,127	\$86,233	\$90,545
Step 3	\$77,841	\$80,566	\$84,594	\$88,824	\$93,265
Step 4	\$80,112	\$82,916	\$87,061	\$91,414	\$95,985
Step 5	\$82,382	\$85,265	\$89,529	\$94,005	\$98,705
Step 6	\$84,652	\$87,615	\$91,996	\$96,596	\$101,426
Step 7	\$86,922	\$89,964	\$94,462	\$99,185	\$104,144
Step 8	\$89,192	\$92,314	\$96,929	\$101,776	\$106,865
MA 30					
Step 1	\$76,691	\$79,375	\$83,344	\$87,511	\$91,887
Step 2	\$79,077	\$81,845	\$85,937	\$90,234	\$94,746
Step 3	\$81,462	\$84,313	\$88,529	\$92,955	\$97,603
Step 4	\$83,847	\$86,782	\$91,121	\$95,677	\$100,461
Step 5	\$86,232	\$89,250	\$93,713	\$98,399	\$103,319
Step 6	\$88,618	\$91,720	\$96,306	\$101,121	\$106,177
Step 7	\$91,003	\$94,189	\$98,898	\$103,843	\$109,035
Step 8	\$93,390	\$96,658	\$101,491	\$106,566	\$111,894
MA 45					
Step 1	\$77,970	\$80,699	\$84,734	\$88,971	\$93,419
Step 2	\$80,398	\$83,212	\$87,373	\$91,742	\$96,329 ✓
Step 3	\$82,828	\$85,727	\$90,013	\$94,514	\$99,239
Step 4	\$85,257	\$88,241	\$92,653	\$97,286	\$102,150
Step 5	\$87,685	\$90,753	\$95,291	\$100,056	\$105,059
Step 6	\$90,114	\$93,268	\$97,931	\$102,828	\$107,969
Step 7	\$92,543	\$95,782	\$100,572	\$105,600	\$110,880
Step 8	\$94,971	\$98,195	\$103,104	\$108,260	\$113,673

PASA

Schedule C Elementary School Principals, Learning Center Principal,
Assistant Supervisor of Bilingual/ESL, Middle and High
School Vice Principals

Base Year

	FY 00/01	FY 01/02	FY 02/03	FY 03/04	FY 04/05
MA					
Step 1	\$75,232	\$77,865	\$81,759	\$85,847	\$90,139
Step 2	\$77,732	\$80,453	\$84,475	\$88,699	\$93,134
Step 3	\$80,231	\$83,039	\$87,191	\$91,550	\$96,128
Step 4	\$82,730	\$85,626	\$89,907	\$94,403	\$99,123
Step 5	\$85,230	\$88,213	\$92,624	\$97,255	\$102,118
Step 6	\$87,729	\$90,799	\$95,339	\$100,106	\$105,112
Step 7	\$90,230	\$93,388	\$98,057	\$102,960	\$108,108
Step 8	\$92,728	\$95,974	\$100,773	\$105,811	\$111,102
MA 15					
Step 1	\$77,841	\$80,566	\$84,594	\$88,824	\$93,265
Step 2	\$80,435	\$83,250	\$87,413	\$91,784	\$96,373
Step 3	\$83,029	\$85,935	\$90,232	\$94,743	\$99,481
Step 4	\$85,624	\$88,621	\$93,052	\$97,705	\$102,590
Step 5	\$88,219	\$91,307	\$95,872	\$100,566	\$105,699
Step 6	\$90,814	\$93,993	\$98,692	\$103,627	\$108,808
Step 7	\$93,408	\$96,677	\$101,511	\$106,587	\$111,916
Step 8	\$96,003	\$99,363	\$104,331	\$109,548	\$115,025
MA 30					
Step 1	\$81,462	\$84,313	\$88,529	\$92,955	\$97,603
Step 2	\$84,188	\$87,135	\$91,491	\$96,066	\$100,869
Step 3	\$86,915	\$89,957	\$94,455	\$99,178	\$104,137
Step 4	\$89,640	\$92,777	\$97,416	\$102,287	\$107,401
Step 5	\$92,367	\$95,600	\$100,380	\$105,399	\$110,669
Step 6	\$95,093	\$98,421	\$103,342	\$108,509	\$113,935
Step 7	\$97,820	\$101,244	\$106,306	\$111,621	\$117,202
Step 8	\$100,545	\$104,064	\$109,267	\$114,730	\$120,467
MA 45					
Step 1	\$82,828	\$85,727	\$90,013	\$94,514	\$99,239
Step 2	\$85,604	\$88,600	\$93,030	\$97,681	\$102,565
Step 3	\$88,379	\$91,473	\$96,046	\$100,848	\$105,891
Step 4	\$91,251	\$94,445	\$99,167	\$104,126	\$109,332
Step 5	\$93,931	\$97,218	\$102,079	\$107,183	\$112,542
Step 6	\$96,706	\$100,091	\$105,096	\$110,350	\$115,868
Step 7	\$99,482	\$102,964	\$108,112	\$113,518	\$119,194
Step 8	\$102,259	\$105,738	\$111,025	\$116,576	\$122,405

PASA

Schedule D Elementary Principal School # 11, Supervisor of Title I, Testing & Research, Supervisor of Math & Science; Supervisor of Reading, Lang Arts & Soc.Stud, Supervisor of Special Services, Supervisor of Special Education, Supervisor of Career & Alternate Ed. Supervisor of Early Childhood Education, Supervisor of Bilingual/ESL Director of Curriculum & Staff Development

Base Year

	FY 00/01	FY 01/02	FY 02/03	FY 03/04	FY 04/05
MA					
Step 1	\$79,605	\$82,391	\$86,511	\$90,836	\$95,378
Step 2	\$82,419	\$85,303	\$89,569	\$94,047	\$98,749
Step 3	\$85,230	\$88,213	\$92,624	\$97,255	\$102,118
Step 4	\$88,042	\$91,123	\$95,679	\$100,463	\$105,486
Step 5	\$90,854	\$94,034	\$98,736	\$103,673	\$108,856
Step 6	\$93,667	\$96,945	\$101,792	\$106,882	\$112,226
Step 7	\$96,478	\$99,855	\$104,848	\$110,090	\$115,594
Step 8	\$99,291	\$102,766	\$107,904	\$113,299	\$118,964
MA 15					
Step 1	\$82,382	\$85,265	\$89,529	\$94,005	\$98,705
Step 2	\$85,299	\$88,285	\$92,699	\$97,334	\$102,201
Step 3	\$88,219	\$91,307	\$95,872	\$100,666	\$105,699
Step 4	\$91,138	\$94,327	\$99,044	\$103,996	\$109,196
Step 5	\$94,056	\$97,348	\$102,216	\$107,326	\$112,693
Step 6	\$96,976	\$100,370	\$105,389	\$110,658	\$116,191
Step 7	\$99,894	\$103,391	\$108,560	\$113,988	\$119,688
Step 8	\$102,813	\$106,411	\$111,732	\$117,319	\$123,185
MA 30					
Step 1	\$86,232	\$89,250	\$93,713	\$98,399	\$103,319
Step 2	\$89,299	\$92,425	\$97,046	\$101,898	\$106,993
Step 3	\$92,367	\$95,600	\$100,380	\$105,399	\$110,669
Step 4	\$95,434	\$98,774	\$103,713	\$108,898	\$114,343
Step 5	\$98,501	\$101,948	\$107,046	\$112,398	\$118,018
Step 6	\$101,567	\$105,122	\$110,378	\$115,897	\$121,692
Step 7	\$104,634	\$108,296	\$113,711	\$119,397	\$125,367
Step 8	\$107,701	\$111,471	\$117,044	\$122,896	\$129,041
MA 45					
Step 1	\$87,685	\$90,753	\$95,291	\$100,056	\$105,059
Step 2	\$90,808	\$93,986	\$98,685	\$103,619	\$108,800
Step 3	\$93,931	\$97,218	\$102,079	\$107,183	\$112,542
Step 4	\$97,054	\$100,451	\$105,473	\$110,747	\$116,284
Step 5	\$100,176	\$103,682	\$108,866	\$114,309	\$120,025
Step 6	\$103,299	\$106,914	\$112,260	\$117,873	\$123,767
Step 7	\$106,422	\$110,147	\$115,654	\$121,437	\$127,509
Step 8	\$109,545	\$113,279	\$118,943	\$124,890	\$131,135

PASA

Schedule D 12Months Middle School Principal, Supervisor of Food Services
 Supervisor of Health, Phys. Ed., Safety & Athletics
 Assistant Board Secretary/ School Bus. Adm./Transportation/
 Purchasing Agent

Base Year

	FY 00/01	FY 01/02	FY 02/03	FY 03/04	FY 04/05
MA					
Step 1	\$86,571	\$89,601	\$94,081	\$98,785	\$103,724
Step 2	\$89,630	\$92,767	\$97,405	\$102,276	\$107,389
Step 3	\$92,688	\$95,932	\$100,729	\$105,765	\$111,053
Step 4	\$95,745	\$99,096	\$104,051	\$109,253	\$114,716
Step 5	\$98,804	\$102,262	\$107,375	\$112,744	\$118,381
Step 6	\$101,862	\$105,427	\$110,699	\$116,233	\$122,045
Step 7	\$104,920	\$108,592	\$114,022	\$119,723	\$125,709
Step 8	\$107,979	\$111,758	\$117,346	\$123,213	\$129,374
MA 15					
Step 1	\$89,590	\$92,726	\$97,362	\$102,230	\$107,342
Step 2	\$92,763	\$96,010	\$100,810	\$105,851	\$111,143
Step 3	\$95,938	\$99,296	\$104,261	\$109,474	\$114,947
Step 4	\$99,112	\$102,581	\$107,710	\$113,095	\$118,750
Step 5	\$102,286	\$105,866	\$111,159	\$116,717	\$122,553
Step 6	\$105,461	\$109,152	\$114,610	\$120,340	\$126,357
Step 7	\$108,635	\$112,437	\$118,059	\$123,962	\$130,160
Step 8	\$111,809	\$115,722	\$121,508	\$127,584	\$133,963
MA 30					
Step 1	\$93,778	\$97,060	\$101,913	\$107,009	\$112,359
Step 2	\$97,113	\$100,512	\$105,538	\$110,814	\$116,355
Step 3	\$100,449	\$103,965	\$109,163	\$114,621	\$120,352
Step 4	\$103,784	\$107,416	\$112,787	\$118,427	\$124,348
Step 5	\$107,119	\$110,868	\$116,412	\$122,232	\$128,344
Step 6	\$110,445	\$114,311	\$120,026	\$126,027	\$132,329
Step 7	\$113,790	\$117,773	\$123,661	\$129,844	\$136,337
Step 8	\$117,125	\$121,224	\$127,286	\$133,650	\$140,332
MA 45					
Step 1	\$95,357	\$98,694	\$103,629	\$108,811	\$114,251
Step 2	\$98,753	\$102,209	\$107,320	\$112,686	\$118,320
Step 3	\$102,150	\$105,725	\$111,012	\$116,562	\$122,390
Step 4	\$105,546	\$109,240	\$114,702	\$120,437	\$126,459
Step 5	\$108,941	\$112,754	\$118,392	\$124,311	\$130,527
Step 6	\$112,338	\$116,270	\$122,083	\$128,187	\$134,597
Step 7	\$115,734	\$119,785	\$125,774	\$132,063	\$138,666
Step 8	\$119,130	\$123,300	\$129,465	\$135,938	\$142,735

PASA

Schedule E 12Months High School Principal

Base Year

	FY 00/01	FY 01/02	FY 02/03	FY 03/04	FY 04/05
MA					
Step 1	\$91,329	\$94,526	\$99,252	\$104,214	\$109,425
Step 2	\$94,727	\$98,042	\$102,945	\$108,092	\$113,496
Step 3	\$98,125	\$101,559	\$106,637	\$111,969	\$117,568
Step 4	\$101,522	\$105,075	\$110,329	\$115,845	\$121,638
Step 5	\$104,920	\$108,592	\$114,022	\$119,723	\$125,709
Step 6	\$108,319	\$112,110	\$117,716	\$123,601	\$129,782
Step 7	\$111,716	\$115,626	\$121,407	\$127,478	\$133,852
Step 8	\$115,114	\$119,143	\$125,100	\$131,355	\$137,923
MA 15					
Step 1	\$94,527	\$97,835	\$102,727	\$107,864	\$113,257
Step 2	\$98,054	\$101,486	\$106,560	\$111,888	\$117,483
Step 3	\$101,581	\$105,136	\$110,393	\$115,913	\$121,708
Step 4	\$105,107	\$108,786	\$114,225	\$119,936	\$125,933
Step 5	\$108,635	\$112,437	\$118,059	\$123,962	\$130,160
Step 6	\$112,161	\$116,087	\$121,891	\$127,986	\$134,385
Step 7	\$115,688	\$119,737	\$125,724	\$132,010	\$138,611
Step 8	\$119,216	\$123,389	\$129,558	\$136,036	\$142,838
MA 30					
Step 1	\$98,966	\$102,430	\$107,551	\$112,929	\$118,575
Step 2	\$102,672	\$106,266	\$111,579	\$117,158	\$123,016
Step 3	\$106,379	\$110,102	\$115,607	\$121,388	\$127,457
Step 4	\$110,084	\$113,937	\$119,634	\$125,615	\$131,896
Step 5	\$113,790	\$117,773	\$123,661	\$129,844	\$136,337
Step 6	\$117,496	\$121,608	\$127,689	\$134,073	\$140,777
Step 7	\$121,201	\$125,443	\$131,715	\$138,301	\$145,216
Step 8	\$124,907	\$129,279	\$135,743	\$142,530	\$149,656
MA 45					
Step 1	\$100,641	\$104,163	\$109,372	\$114,840	\$120,582
Step 2	\$104,414	\$108,068	\$113,472	\$119,146	\$125,103
Step 3	\$108,187	\$111,974	\$117,572	\$123,451	\$129,623
Step 4	\$111,961	\$115,880	\$121,674	\$127,757	\$134,145
Step 5	\$115,734	\$119,785	\$125,774	\$132,063	\$138,666
Step 6	\$119,507	\$123,690	\$129,874	\$136,368	\$143,186
Step 7	\$123,281	\$127,596	\$133,976	\$140,674	\$147,708
Step 8	\$127,054	\$131,501	\$138,076	\$144,980	\$152,229

PASA CONTRACT

SEPT 1998 thru AUG 2001

PREAMBLE

This Agreement entered into this 14th day of July, 1998, by and between the Board of Education of Passaic, in the County of Passaic, hereinafter referred to as the "Board," and the Passaic Administrators and Supervisors Association, hereinafter referred to as "PASA."

WITNESSETH:

WHEREAS, the parties hereto have negotiated an agreement covering the periods from September 1, 1998 through August 31, 2001, embodying all the terms and conditions set forth in a certain Memorandum of Agreement, entered into between the respective negotiating groups.

WHEREAS, the aforementioned Memorandum of Agreement, together with the attached salary schedules are intended to be incorporated herein and made a part of the Agreement:

NOW, THEREFORE, in consideration of mutual promises, terms and conditions hereinafter set forth, the parties mutually agree as follows:

3. The payroll department shall transmit Agency Shop assessments monthly to PASA on separate reporting forms.
 4. At the time of initial hiring, each new employee shall be informed by the payroll department as to the existence of the Agency Shop. For new employees hired by September 1 of each school, an election of dues deduction or Agency Shop assessments shall be made prior to September 30. For employees who are hired after September 1, an election of dues deductions or Agency Shop deductions shall be made during the first thirty (30) days of employment.
 5. All deductions under the Agency Shop shall be in accordance with Ch. 477, P.L. of 1979.
 6. PASA will certify to the Board prior to the start of each school year that the amount of the representation fee to be assessed does not exceed the 85% of dues, fees, and assessments that are expended for partisan, political or ideological activities or causes that are only incidentally related to the terms and conditions of employment or applied toward the cost of benefits available only to members of the majority representative.
 7. In compliance with Ch. 477, P.L. 1979, PASA has adopted the required Demand and Return System.
- C. PASA may use Board buildings for its meetings with the approval of the Superintendent.

C. During the term of the agreement, should the Board desire to adopt a change in personnel policy which affects the terms and conditions of employment of PASA membership, the Board will notify the PASA in writing of such contemplated change. The PASA shall have the right to negotiate with the Board for mutually acceptable change in said policy.

C. PROCEDURE

1. All grievances must be filed within sixty (60) days of the date of the cause of the grievance or within sixty (60) days of the time the Association or when the grievant reasonably should have become aware of the complaint exclusive of breaks in the school calendar. In the case of a grievance seeking monetary awards, the parties are limited to monetary adjustments for the school year in which the grievance is adjudicated. For the purpose of this Article, the term "school year" shall be September 1st of each contract year of the term September 1, 1998 to August 31, 2001.
2. All members of the bargaining unit are required to follow grievance procedure policies as published by the Association. No bargaining unit member may grieve or file a grievance without knowledge and approval of the Association. All grievances must be filed on the official grievance form. If a grievance affects a group or class of administrators, the Association may process such grievances or grieve as a single grievant. The Association may be required by the Board to produce individual grievants who may be affected by a class action grievance.
3. All grievances are to be filed at the lowest appropriate level. For the purpose of the Agreement, the lowest appropriate level shall be the level which has the grievance was created or the level which has the authority to resolve the grievance. The Association in concert with the Superintendent shall determine the level at which a grievance shall be

6. LEVEL THREE:

If the grievance is not resolved, to the satisfaction of the grievant at level two, or if no decision has been rendered by the Superintendent within seven (7) calendar days of his receipt of the grievance the grievance shall be scheduled for binding arbitration. Arbitration shall be conducted according to procedures D (1) or D (2) as outlined below.

D. 1. CONTRACT ARBITRATOR:

The parties agree that Jeffrey B. Tener shall be the permanent arbitrator for the duration of this Agreement. He shall operate in an expedited arbitration format under the rules of "Common Law of Arbitration" as outlined by the American Arbitration Association. Either party may bypass the contract arbitrator by notifying the other party of its intent to request the appointment of a formal PERC arbitrator within fifteen (15) calendar days of the date upon which the Superintendent lost jurisdiction of the grievance. The contract arbitrator will meet with the parties on the next-to-the-last working day of each school month during the life of the Agreement. These meetings will be held at the administration offices of the Passaic Board of Education at 9:00 a.m. of each arbitration date. Either party may cancel the arbitration date for that month due to lack of grievances. The Association will be entitled to have present for these hearings its president and one other officer with no loss of pay or leave

anything from the Agreement between the parties or any policy of the Board of Education.

- (b) Arbitration is limited to the interpretation of the written Agreement between the parties.
- (c) The arbitrator may not render a decision contrary to any decision of the Commissioner of Education of the State of New Jersey.
- (d) The findings of the arbitrator shall be binding on the parties.
- (e) Only the Board and the aggrieved and his representatives shall be given copies of the arbitrator's report of findings. This shall be accomplished within thirty (30) days of the completion of the arbitration hearings.
- (f) In the event a grievance is filed at such time that it cannot be processed through all steps in this grievance procedure by the end of the school year, and if left unresolved until the beginning of the following school year could 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.

4. COSTS

- (a) Each party will bear the total cost incurred by themselves.

ARTICLE IV

SICK LEAVE

- A. All employees covered by this Agreement shall be entitled to fifteen (15) sick days leave with pay per year; five (5) of which may be used for personal leave. Unused sick days may be accumulated by each employee during the period of his/her employment and be considered as cumulative. In the event that any employee is absent ten (10) times during any school year for illness, all successive absences will be taken from his accumulated sick leave, if any exists. If the employee has no sick days accumulated from past years, it will then be charged against current personal business days. Upon initial employment, sick leave entitlement during the initial employment year shall be prorated at the rate of 1-1/2 days per month for the period of actual time worked.
- B. Full-time employees may be entitled to extended sick leave in accordance with the Board's discretionary right to grant same pursuant to N.J.S.A. 18A:30-6.
- C. Death of a grandchild shall entitle the employee to five days excused absence.
- D. Employees in their last year of employment shall not be permitted to simply use up sick days. Any employee out for an extended period of time will have to justify his/her absence with a physician's certificate, subject to the concurrence of a Board selected physician.
- E. Upon retirement from the Passaic School District, a member of PASA shall receive from the Board the following financial consideration for having accumulated sick leave days:

ARTICLE V

EDUCATIONAL LEAVE

- A. Employees covered by this Agreement shall be eligible for educational leave after seven (7) years of employment in the Passaic School System at seventy-five (75%) percent of contract pay. Such leaves are to be for purposes of professional improvement. Request for educational leave must be submitted in letter form to the Association and the Superintendent by June 1 for leaves to commence with the fall semester and October 1 for leaves to commence with the start of the spring semester. The number of employees who may avail themselves of this shall be limited to one (1) each year.
- B. Selection of those eligible employees making application will be done by the Superintendent. Selection will be based on the educational purposes including travel for which the employee is making application.
- C. Educational leaves are considered benefits to both employees and the school system. The Board recognizes these benefits and has provided the means to grant them under the following conditions:
1. The Board reserves the right:
 - (a) To grant or reject any application for educational leave at its sole discretion.
 - (b) To grant on seniority basis of service in the Passaic School System.

but on full-time employment in his position in the Passaic School District.
It is understood that persons on educational leave shall not be entitled to
payment for graduate credit as specified in Article VI of this Agreement.

5. All rights inherent in the employee's original contract shall continue as
heretofore except as above defined.

5. The Board agrees to provide an annual budget account of \$2,500.00 for attendance by persons included under this Agreement at professional conferences at the Superintendent's discretion.

ARTICLE VIII

INSURANCE PROTECTION

The Board assumes the responsibility for maintaining the same level and extent of benefits now enjoyed by the Association for the term of this agreement.

- A. The Board agrees to pay premiums for each member of PASA under contract covered by this Agreement and his immediate family and dependents for Blue Cross-Blue Shield, Rider "J" and Major Medical under the New Jersey State Health Benefits Plan for the term of this Agreement.
- B. In order to obtain coverage of his immediate family and dependents each member of PASA must have a written application for this coverage on file with the Board Secretary/Business Administrator. PASA members who have not previously applied for such coverage must apply as specified in the Article, using insurance forms provided for this purpose by the Board.
- C. The Board agrees to pay premiums for each member covered under this Agreement and his/her immediate family and dependents for dental benefits through the life of this Agreement.

The specifications for this dental program are to be established by PASA and the carrier shall be selected by the employer with the assistance of PASA.
- D. The Board agrees to pay premiums for each member covered under this Agreement and his/her immediate family and dependents for a paid prescription drug plan. This plan shall be in effect throughout the life of this Agreement.

- H. The Board agrees to pay premiums for each employee covered by this Agreement and who was employed prior to September 1, 1985 and his/her spouse for Prescription Drug benefits as specified in Section D (above) during the years of that employee's retirement provided that said employee has 25 years in his/her pension fund at the time of his/her retirement from the Passaic Board of Education and retires subsequent to September 1, 1982.
- I. Effective September 1, 1983 the Board agrees to pay premiums for each employee covered by the Agreement and who was employed prior to September 1, 1985 and his/her spouse for Dental coverage benefits as specified in Section C (above) during the years of that employee's retirement provided that said employee has twenty-five (25) years in his/her pension fund at the time of his/her retirement from the Passaic Board of Education and retires subsequent to September 1, 1983.
- J. Effective September 1, 1984, the Board agrees to pay premiums for each employee covered by the Agreement and who was employed prior to September 1, 1985 and his/her spouse for Optical Plan benefits as specified in Section E (above) during the years of that employee's retirement provided that said employee has twenty-five (25) years in his/her pension fund at the time of his/her retirement from the Passaic Board of Education and retires subsequent to September 1, 1984.
- K. Employees hired on or after September 1, 1985, shall be entitled to the same coverage provided in paragraphs G through H, above; provided, however, that

ARTICLE IX

LONGEVITY

A. Effective September of each year the basic contract salary for persons covered by this Agreement who have completed ten (10) or more years continuous service in the Passaic School District shall be increased annually according to the following percentages of their appropriate guide and step.

	1998/99	1999/00	2000/01	
Completion of 10 years or more	10.0%	10.0%	10.0%	<i>EAP = 9.5</i> <i>10</i> <i>10.5</i> <i>11.0</i> <i>11.5</i>
Completion of 15 years or more	10.5%	10.5%	10.5%	
Completion of 20 years or more	11.0%	11.0%	11.0%	
Completion of 25 years or more	11.5%	11.5%	11.5%	
Completion of 30 years or more	12.0%	12.0%	12.0%	

Employees hired as of September 1, 1996 shall not be entitled to receive longevity until said employee has completed 15 or more years continuous service in the Passaic School District. The longevity shall be as follows:

- * After completion of 15 years or more continuous service - 10%
- * After completion of 20 years or more continuous service - 11%
- * After completion of 25 years or more continuous service - 11.5%
- * After completion of 30 years or more continuous service - 12%

Employees who become eligible for an initial longevity payment on or before September 1, shall receive it effective September 1 following completion of their tenth/fifteenth year and thereafter shall receive adjustments only on September 1. This shall be effective September 1, 1996.

ARTICLE X

WORKING CONDITIONS

All PASA members shall work days beyond the regular school year. These days shall be worked according to the following schedule:

One week (5 days) prior to the opening of school (8:30am - 3:30pm)
One week (5 days) after the close of school (8:30am - 3:30pm)
Plus an additional 5 days between the week prior to school opening and the week after the close of school (9:00am - 1:00pm)

The days between the week prior to school opening and the week after the close of school shall be days which shall be mutually agreed upon by the administrator and the Superintendent or her/his representative.

For the purpose of this agreement every member of PASA shall be entitled to compensation for the time served over and beyond the term of employment pursuant to this agreement in Article X hereof, based upon 1/200 of their regular salary (prorated). This additional time must first be approved by the Superintendent of Schools.

All school building administrators shall work 8:00 a.m. to 4:00 p.m. each work day during non summer work days.

All school building administrators will be responsible for, and must be on duty to insure the efficient opening, operation and closing of schools to which they are assigned.

ARTICLE XII

ADMINISTRATIVE SUPERVISORY SALARY SCHEDULE

A. It is understood and agreed that for the period September 1, 1998 through August 31, 2001 each PASA employee may be entitled to, a *performance incentive* increase each year of the Agreement aforementioned up to a maximum of \$1,500.

Said *performance incentive* shall not become part of the base salary and must be paid by June 30 of each year.

The Superintendent of Schools shall formulate the criteria for determining who is entitled to the above *performance incentive* stipend.

It is clearly understood that the decision with respect to awarding *performance incentive* and the amount thereof is solely to be determined by the Superintendent of Schools and the Bargaining Unit will not take part in formulation or approval of the aforementioned criteria.

It is clearly understood that the awarding of *performance incentives* and/or the non-awarding of *performance incentives* and/or the amount of such *performance incentives* awarded to any employee shall not be subject to binding arbitration.

With respect to the 25 year stipend awarded to employees who remained in a position for 25 years, it is understood and agreed that any PASA employee who has received this stipend pursuant to a predecessor agreement shall not be eligible to receive it under the terms of this agreement.

The 12 - month employee salary guide reflects 17 and 1/2 days of compensation. Twelve month employees are entitled to 22 vacation days.

ARTICLE XIV

BOARD'S RIGHTS

- A. The Board reserves unto itself, the sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, in accordance with applicable laws and regulations (1) to direct employees of the school district; (2) to hire, promote, transfer, assign and retain employees in position in the school district and to suspend, demote, discharge or take other disciplinary action against employees, with just cause; (3) to relieve employees from duty because of lack of work or for other legitimate reasons; (4) to maintain efficiency of the school district operations entrusted to them; (5) to determine the methods, means and personnel by which such operations are to be conducted; and (6) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.
- B. The exercise of the foregoing powers, rights, authority, duties or other responsibilities of the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the express terms of this Agreement and then only to the extent such terms hereof are in conformance with the Constitution and laws of New Jersey and of the United States.
- C. Nothing contained herein shall be construed to deny or restrict the Board in its exclusive right to administer itself and control the work of its personnel, nor to

ARTICLE XV

TRANSPORTATION STIPEND/REIMBURSEMENT

Employees who use their personal automobile for out of district authorized travel shall be entitled to reimbursement at the Internal Revenue Service approved rate.

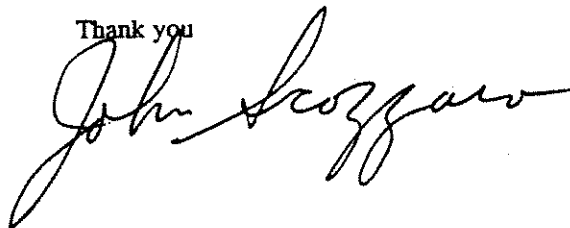
John Scozzaro
Chairperson
Passaic Administrators and Supervisors Association
Negotiations Committee

To: Mr. Matthew J. Michaelis, Board Attorney
From: John Scozzaro, Chairperson
Date: July 24, 1998
Re: Memorandum Of Agreement

Please be advised that the following language was inadvertently omitted from the Memorandum of Agreement dated July 14, 1998. The PASA Negotiations Committee asks that it be included.

Item 3. James Shoop moved from Schedule C Salary Guide to Schedule D Salary Guide as a 12 month employee instead of a 10 month employee. The 12 month employee salary guide will be revised to reflect seventeen and one-half days compensation. Twelve month employees will be entitled to 22 vacation days.

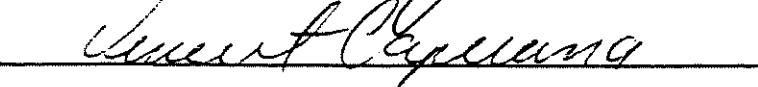
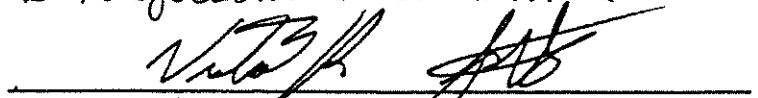
Thank you



Approved - 7-29-98

B.O.E Negotiations Committee

By:



**PASSAIC ASSOCIATION OF SCHOOL ADMINISTRATORS
SALARY GUIDES**

**1998-2001 Memorandum of Agreement with Addendum Re: 12 Month
Salary Guides July 14&24, 1998**

**PASA SCHEDULE A-Supervisor of Fine Arts, Assistant Supervisor of
Physical Education & Supervisor of Nurses**

SCALE

A MA

- Step 1
- Step 2
- Step 3
- Step 4
- Step 5
- Step 6
- Step 7
- Step 8

Sept 97- August 98
Base Year
1997-98

Sept 98- August 99	Sept 99- August 00	Sept 00- August 01
Projected @ 2.8%	Projected @ 2.6%	Projected @ 2.6%
1998-99	1999-2000	2000-01

64,324	66,125	67,844	69,608
64,901	66,718	68,453	70,233
66,633	68,499	70,280	72,107
68,366	70,280	72,108	73,982
70,098	72,061	73,934	75,857
71,831	73,842	75,762	77,732
73,562	75,622	77,588	79,605
75,295	77,403	79,416	81,481

A MA 15

- Step 1
- Step 2
- Step 3
- Step 4
- Step 5
- Step 6
- Step 7
- Step 8

66,538	68,401	70,179	72,004
67,137	69,017	70,811	72,652
68,935	70,865	72,708	74,598
70,733	72,714	74,604	76,544
72,531	74,562	76,500	78,489
74,329	76,314	78,298	80,333
76,128	78,260	80,294	82,382
77,925	80,107	82,190	84,327

A MA30

- Step 1
- Step 2
- Step 3
- Step 4
- Step 5
- Step 6
- Step 7
- Step 8

69,609	71,558	73,419	75,327
70,240	72,207	74,084	76,010
72,129	74,149	76,076	78,054
74,018	76,091	78,069	80,099
75,908	78,033	80,062	82,144
77,797	79,975	82,055	84,188
79,686	81,917	84,047	86,232
81,576	83,860	86,040	88,278

A MA45

- Step 1
- Step 2
- Step 3
- Step 4
- Step 5
- Step 6
- Step 7
- Step 8

70,768	72,750	74,641	76,582
71,409	73,408	75,317	77,275
73,333	75,386	77,346	79,357
75,258	77,365	79,377	81,441
77,181	79,342	81,405	83,521
79,093	81,308	83,422	85,591
81,028	83,297	85,463	87,685
82,952	85,275	87,492	89,767

**PASSAIC ASSOCIATION OF SCHOOL ADMINISTRATORS
SALARY GUIDES**

**PASA SCHEDULE B- Assistant Supervisor of BSI, Assistant Supervisor of
Special Services, and Elementary School Assistant Principals, Supv
Technology**

*Asst. Supv. of
Spec Ed*

Sept 97- August 98	Sept 98- August 99	Sept 99- August 00	Sept 00- August 01
Base Year	Projected @ 2.8%	Projected @ 2.6%	Projected @ 2.6%
1997-98	1998-99	1999-2000	2000-01

B MA

- Step 1
- Step 2
- Step 3
- Step 4
- Step 5
- Step 6
- Step 7
- Step 8

65,479	67,312	69,063	70,858
67,499	69,389	71,193	73,044
69,521	71,468	73,326	75,232
71,542	73,545	75,457	77,419
73,562	75,622	77,588	79,605
75,584	77,700	79,721	81,793
77,605	79,778	81,852	83,980
79,626	81,856	83,984	86,167

B MA 15

- Step 1
- Step 2
- Step 3
- Step 4
- Step 5
- Step 6
- Step 7
- Step 8

67,737	69,634	71,444	73,302
69,834	71,789	73,656	75,571
71,932	73,946	75,869	77,841
74,030	76,103	78,082	80,112
76,128	78,260	80,294	82,382
78,226	80,416	82,507	84,652
80,323	82,572	84,719	86,922
82,421	84,729	86,932	89,192

B MA30

- Step 1
- Step 2
- Step 3
- Step 4
- Step 5
- Step 6
- Step 7
- Step 8

70,869	72,853	74,748	76,691
73,074	75,100	77,073	79,077
75,278	77,386	79,398	81,462
77,482	79,651	81,722	83,847
79,686	81,917	84,047	86,232
81,891	84,184	86,373	88,618
84,095	86,450	88,697	91,003
86,300	88,716	91,023	93,390

B MA45

- Step 1
- Step 2
- Step 3
- Step 4
- Step 5
- Step 6
- Step 7
- Step 8

72,051	74,068	75,994	77,970
74,295	76,375	78,361	80,398
76,540	78,683	80,729	82,828
78,785	80,991	83,097	85,257
81,028	83,297	85,463	87,685
83,273	85,605	87,830	90,114
85,518	87,913	90,198	92,543
87,761	90,218	92,564	94,971

**PASSAIC ASSOCIATION OF SCHOOL ADMINISTRATORS
SALARY GUIDES**

PASA SCHEDULE C—Principal Learning Center, Elem Sch Princs (with exception of Principal School #11), High School & Middle School Vice Principals, Assistant Supv Bilingual/ESL

Sept 97— August 98	Sept 98— August 99	Sept 99— August 00	Sept 00— August 01
Base Year	Projected @ 2.8%	Projected @ 2.6%	Projected @ 2.6%
1997-98	1998-99	1999-2000	2000-01

C MA

Step 1	69,521	71,468	73,326	75,232
Step 2	71,831	73,842	75,762	77,732
Step 3	74,140	76,216	78,198	80,231
Step 4	76,450	78,591	80,634	82,730
Step 5	78,760	80,965	83,070	85,230
Step 6	81,069	83,339	85,506	87,729
Step 7	83,380	85,715	87,943	90,230
Step 8	85,689	88,088	90,379	92,728

C MA 15

Step 1	71,932	73,946	75,869	77,841
Step 2	74,329	76,410	78,397	80,435
Step 3	76,726	78,874	80,925	83,029
Step 4	79,124	81,339	83,454	85,624
Step 5	81,522	83,805	85,984	88,219
Step 6	83,920	86,270	88,513	90,814
Step 7	86,317	88,734	91,041	93,408
Step 8	88,715	91,199	93,570	96,003

C MA30

Step 1	75,278	77,386	79,398	81,462
Step 2	77,797	79,975	82,055	84,188
Step 3	80,317	82,566	84,713	86,915
Step 4	82,835	85,154	87,368	89,640
Step 5	85,355	87,745	90,026	92,367
Step 6	87,874	90,334	92,683	95,093
Step 7	90,392	92,925	95,341	97,820
Step 8	92,912	95,514	97,997	100,545

C MA45

Step 1	70,540	78,683	80,729	82,828
Step 2	79,105	81,320	83,434	85,604
Step 3	81,670	83,957	86,140	88,379
Step 4	84,234	86,593	88,844	91,154
Step 5	86,800	89,230	91,550	93,931
Step 6	89,365	91,867	94,256	96,706
Step 7	91,930	94,504	96,961	99,482
Step 8	94,496	97,142	99,668	102,259

**PASSAIC ASSOCIATION OF SCHOOL ADMINISTRATORS
SALARY GUIDES**

PASA SCHEDULE D--Supervisor of Title 1, Testing & Research, Supv Math & Science, Supv Reading, Soc Stud & Lang Arts, Elem Prin Sch #11, Supv of Spec Serv, Supv Cont Educ/Career Learning, Bilingual/ESL (Effective 9/1/98 moved to 12 month Status: Middle School Principal & Supervisor Phy Ed, Health, Safety & Athletics) Revised 12/2/98

Sept 97-- August 98	Sept 98-- August 99	Sept 99-- August 00	Sept 00-- August 01
Base Year	Projected @ 2.8%	Projected @ 2.6%	Projected @ 2.6%
1997-98	1998-99	1999-2000	2000-01

D MA

Step 1	73,562	75,622	77,588	79,605
Step 2	76,162	78,295	80,330	82,419
Step 3	78,760	80,965	83,070	85,230
Step 4	81,358	83,636	85,811	88,042
Step 5	83,957	86,308	88,552	90,854
Step 6	86,556	88,980	91,293	93,667
Step 7	89,154	91,650	94,033	96,478
Step 8	91,753	94,322	96,774	99,291

D MA 15

Step 1	76,128	78,260	80,294	82,382
Step 2	78,824	81,031	83,138	85,299
Step 3	81,522	83,805	85,984	88,219
Step 4	84,219	86,577	88,828	91,138
Step 5	86,916	89,350	91,673	94,056
Step 6	89,614	92,123	94,518	96,976
Step 7	92,311	94,896	97,363	99,894
Step 8	95,008	97,668	100,208	102,813

D MA30

Step 1	79,686	81,917	84,047	86,232
Step 2	82,520	84,831	87,036	89,299
Step 3	85,355	87,745	90,026	92,367
Step 4	88,189	90,658	93,015	95,434
Step 5	91,023	93,572	96,005	98,501
Step 6	93,857	96,485	98,994	101,567
Step 7	96,691	99,398	101,983	104,634
Step 8	99,525	102,312	104,972	107,701

D MA45

Step 1	81,028	83,297	85,463	87,685
Step 2	83,914	86,264	88,506	90,808
Step 3	86,800	89,230	91,550	93,931
Step 4	89,686	92,197	94,594	97,054
Step 5	92,571	95,163	97,637	100,176
Step 6	95,457	98,130	100,681	103,299
Step 7	98,343	101,097	103,725	106,422
Step 8	101,229	104,063	106,769	109,545

**PASSAIC ASSOCIATION OF SCHOOL ADMINISTRATORS
SALARY GUIDES**

PASA SCHEDULE D-12 Months-- Supervisors of Food Services; (Effective September 1, 1998: Asst Board Secretary/School Bus Admin Admin/Purchasing Agent/Transportation Supv & Middle School Principal, Supv Phy Educ, Health, Safety & Athletics) Revised 12/2/98

Sept 97-- August 98
Base Year
1997-98

Sept 98-- August 99	Sept 99-- August 00	Sept 00-- August 01
Projected @ 2.8%	Projected @ 2.6%	Projected @ 2.6%
1998-99	1999-2000	2000-01

D-12 MA

Step 1	78,160	82,239	84,377	86,571
Step 2	80,922	85,145	87,359	89,630
Step 3	83,683	88,050	90,339	92,688
Step 4	86,443	90,954	93,319	95,745
Step 5	89,204	93,860	96,300	98,804
Step 6	91,966	96,765	99,281	101,862
Step 7	94,726	99,670	102,261	104,920
Step 8	97,488	102,575	105,242	107,979

D-12 MA 15

Step 1	80,886	85,107	87,320	89,590
Step 2	83,751	88,121	90,412	92,763
Step 3	86,617	91,138	93,507	95,938
Step 4	89,483	94,153	96,601	99,112
Step 5	92,348	97,168	99,694	102,286
Step 6	95,215	100,184	102,789	105,461
Step 7	98,080	103,199	105,882	108,635
Step 8	100,946	106,214	108,976	111,809

D-12 MA30

Step 1	84,666	89,085	91,401	93,778
Step 2	87,678	92,253	94,652	97,113
Step 3	90,690	95,423	97,904	100,449
Step 4	93,701	98,591	101,154	103,784
Step 5	96,712	101,759	104,405	107,119
Step 6	99,723	104,927	107,656	110,455
Step 7	102,734	108,096	110,906	113,790
Step 8	105,745	111,264	114,157	117,125

D-12 MA45

Step 1	86,092	90,585	92,940	95,357
Step 2	89,159	93,812	96,251	98,753
Step 3	92,225	97,038	99,561	102,150
Step 4	95,291	100,264	102,871	105,546
Step 5	98,357	103,490	106,180	108,941
Step 6	101,423	106,716	109,491	112,338
Step 7	104,489	109,943	112,801	115,734
Step 8	107,556	113,169	116,111	119,130

**PASSAIC ASSOCIATION OF SCHOOL ADMINISTRATORS
SALARY GUIDES**

**PASA SCHEDULE E--High School Principal (This Guide No Longer Used
Because of 11/30/98 Addendum to the 1998-2001 Collective Bargaining
Agreement) Revised 12/2/98**

Sept 97-- August 98	Sept 98-- August 99	Sept 99-- August 00	Sept 00-- August 01
Base Year	Projected @ 2.8%	Projected @ 2.6%	Projected @ 2.6%
1997-98	1998-99	1999-2000	2000-01

E MA

Step 1
Step 2
Step 3
Step 4
Step 5
Step 6
Step 7
Step 8

77,605	79,778	81,852	83,980
80,493	82,747	84,898	87,106
83,380	85,715	87,943	90,230
86,267	88,682	90,988	93,354
89,154	91,650	94,033	96,478
92,042	94,619	97,079	99,603
94,929	97,587	100,124	102,728
97,816	100,555	103,169	105,852

E MA 15

Step 1
Step 2
Step 3
Step 4
Step 5
Step 6
Step 7
Step 8

80,323	82,572	84,719	86,922
83,320	85,653	87,880	90,165
86,317	88,734	91,041	93,408
89,313	91,814	94,201	96,650
92,311	94,896	97,363	99,894
95,307	97,976	100,523	103,137
98,304	101,057	103,684	106,380
101,302	104,138	106,846	109,624

E MA30

Step 1
Step 2
Step 3
Step 4
Step 5
Step 6
Step 7
Step 8

84,095	86,450	88,697	91,003
87,244	89,687	92,019	94,411
90,394	92,925	95,341	97,820
93,542	96,161	98,661	101,227
96,691	99,398	101,983	104,634
99,840	102,636	105,304	108,042
102,989	105,873	108,625	111,450
106,138	109,110	111,947	114,857

E MA45

Step 1
Step 2
Step 3
Step 4
Step 5
Step 6
Step 7
Step 8

85,518	87,913	90,198	92,543
88,724	91,208	93,580	96,013
91,930	94,504	96,961	99,482
95,137	97,801	100,344	102,953
98,343	101,097	103,725	106,422
101,549	104,392	107,107	109,891
104,756	107,689	110,489	113,362
107,962	110,985	113,871	116,831

9/1/90

**PASSAIC ASSOCIATION OF SCHOOL ADMINISTRATORS
SALARY GUIDES**

**PASA SCHEDULE E-12 Months--High School Principal (Effective 9/1/98
Supersedes E Guide for 10 Month Status) Revised 12/2/98**

Sept 97-- August 98	Sept 98-- August 99	Sept 99-- August 00	Sept 00-- August 01
Base Year 10 Months	Projected @ 2.8%	Projected @ 2.6%	Projected @ 2.6%
1997-98	1998-99	1999-2000	2000-01

E-12 MA

Step 1	77.605	86,759	89,014	91,329
Step 2	80.493	89,987	92,327	94,727
Step 3	83.380	93,215	95,638	98,125
Step 4	86.267	96,442	98,950	101,522
Step 5	89.154	99,670	102,261	104,920
Step 6	92.042	102,898	105,574	108,319
Step 7	94.929	106,126	108,885	111,716
Step 8	97.816	109,353	112,197	115,114

E-12 MA 15

Step 1	80.323	89,797	92,132	94,527
Step 2	83.320	93,148	95,569	98,054
Step 3	86.317	96,498	99,007	101,581
Step 4	89.313	99,847	102,444	105,107
Step 5	92.311	103,199	105,882	108,635
Step 6	95.307	106,548	109,319	112,161
Step 7	98.304	109,899	112,756	115,688
Step 8	101.302	113,251	116,195	119,216

E-12 MA30

Step 1	84.095	94,014	96,458	98,966
Step 2	87.244	97,534	100,070	102,672
Step 3	90.394	101,056	103,683	106,379
Step 4	93.542	104,575	107,294	110,084
Step 5	96.691	108,096	110,906	113,790
Step 6	99.840	111,616	114,518	117,496
Step 7	102.989	115,137	118,130	121,201
Step 8	106.138	118,657	121,742	124,907

E-12 MA45

Step 1	85.518	95,605	98,091	100,641
Step 2	88.724	99,189	101,768	104,414
Step 3	91.930	102,773	105,445	108,187
Step 4	95.137	106,358	109,124	111,961
Step 5	98.343	109,943	112,801	115,734
Step 6	101.549	113,527	116,478	119,507
Step 7	104.756	117,112	120,157	123,281
Step 8	107.962	120,696	123,834	127,054

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AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE CITY OF PASSAIC IN THE COUNTY OF PASSAIC AND THE PASSAIC ADMINISTRATORS AND SUPERVISORS ASSOCIATION FOR THE PERIOD COMMENCING SEPTEMBER 1, 1998 THROUGH AUGUST 31, 2001

It is hereby agreed by and between the Board of Education of the City of Passaic in the County of Passaic and the Passaic Administrators and Supervisors Association that the Collective Bargaining Agreement between said parties for the period September 1, 1998 through August 31, 2001 be and the same is hereby amended as follows:

1. The following positions shall be placed on the existing Schedule D, Twelve Month Salary Guide, effective September 1, 1998:

- A. Lincoln Middle School Principal
- B. Supervisor of Physical Education and Athletics

2. The following position shall be placed on a new Schedule E, Twelve Month Salary Guide, effective September 1, 1998:

- A. High School Principal

3. All of the terms and conditions of the Collective Bargaining Agreement between the parties hereto for the period September 1, 1998 through August 31, 2001 which are not inconsistent with the terms herein are hereby reaffirmed and are in full force and effect.

4. The within amendment to Collective Bargaining Agreement is being executed by the parties hereto in accordance with Resolution adopted by the Board of Education of the City of Passaic in the County of Passaic at its November 30, 1998 Public Meeting.

BOARD OF EDUCATION OF
THE CITY OF PASSAIC IN
THE COUNTY OF PASSAIC

PASSAIC ADMINISTRATORS AND
SUPERVISORS ASSOCIATION

BY Clayton Barker
CLAYTON A. BARKER, Pres.

BY Row A. Spurr
President

ATTEST:

ATTEST:

Henry J. Lee
HENRY J. LEE, Secretary

Josephina
Secretary