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THIS BOOK DOES
NOT CIRCULATE

AGREEMENT

between the

WESTWOOD ADMINISTRATORS ASSOCIATION

and the

BOARD OF EDUCATION OF THE WESTWOOD REGIONAL SCHOOL DISTRICT

COUNTY OF BERGEN, NEW JERSEY

1976-77
1977-78
1978-79

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Labor Relations

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AGREEMENT

This is an agreement between the Westwood Regional Board of Education and the Westwood Administrators Association. The agreement shall become effective as of July 1, 1976, and shall continue in effect until June 30, 1979, or until a subsequent successor agreement has been negotiated.

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 303, Public Laws 1968 in a good faith effort to reach agreement on all matters concerning the terms and conditions of Administrators' and Supervisors' employment. Negotiations shall begin on or about October 15th of the calendar year preceding the calendar year in which this agreement expires and shall hopefully be concluded at least sixty days prior to the budget submission to the voters of the district.

All Administrators and Supervisors shall be entitled to at least all of the fringe benefits received by the teachers in the Westwood Regional School District. In addition, the Administrators and Supervisors shall be provided the following at Board of Education expense:

1. Washington National Insurance Company's N.J.C.S.A. Group Income Protection Plan 1, Class IV
2. Reimbursement to a maximum of \$100 for annual paid membership in each Administrators' and Supervisors' state and national professional associations

INDEX GUIDE FOR WESTWOOD ADMINISTRATORS ASSOCIATION

<u>Educational Training</u>		<u>Position Responsibility</u>	
M.A.	.18	Supervisor	.30
M.A. + 15	.21	Director 1	.40
M.A. + 30	.24	Director 2	.35
M.A. + 45	.26	Middle School Vice-Princ.	.40
M.A. + 60	.28	Elementary Principals	.50
Doctorate	.30	High School Vice-Principals	.48
		Middle School Principal	.56
		High School Principal	.70
<u>Years of Experience</u>		<u>Duration of Contract</u>	
One year	.04	Ten months	.38
Two years	.08	Ten and one-half months	.40
Three years	.12	Twelve months	.46
Four years	.16		
Five - nine years	.18		
Ten - nineteen years	.20		
Twenty years or more in Administration	.21		

Increases for each Administrator or Supervisor for the 1976-77, 1977-78 and 1978-79 school years shall be subject to the following limitations:

	<u>1976-77</u>	<u>1977-78</u>	<u>1978-79</u>
Maximum Increase	8%	8%	8%
Minimum Increase	\$1,000	4.5%	4.5%

An additional \$200 for each Supervisor shall be added to the increase for the 1976-77 school year and an additional \$100 shall be added to the increase for each Supervisor for the 1977-78 school year. These \$200 and \$100 increases for each Supervisor shall become an integral part of the annual salary upon which subsequent increases are computed.

Salary bases for each school year shall be as follows:

	<u>1976-77</u>	<u>1977-78</u>	<u>1978-79</u>
	\$20,800	\$21,300	\$22,610

Index factors for the present Administrators and Supervisors for the 1976-77, 1977-78 and 1978-79 school years shall be applied to the appropriate base in the above section according to the following schedule:

<u>Position</u>	<u>1976-77</u>	<u>1977-78</u>	<u>1978-79</u>
H. S. Principal	1.56	1.58	1.60 *
Upper H. S. Vice Principal	1.34	1.36	1.36
Lower H. S. Vice Principal	1.28	1.30	1.32 *
Director of Guidance	1.23	1.25	1.27 *
Director of Special Services	1.21	1.23	1.23
Social Studies Supervisor	1.08	1.10	1.10
Science Supervisor	1.08	1.10	1.10
English Supervisor	1.06	1.08	1.08
Mathematics Supervisor	.98	1.00	1.04 **
Foreign Language Supervisor	.91	.93	.97 **
Brookside School Principal	1.33	1.35	1.35
Washington School Principal	1.33	1.35	1.35
Berkeley School Principal	1.30	1.32	1.32
Ketler School Principal	1.26	1.28	1.28
George School Principal	1.24	1.26	1.28 *
Middle School Principal	1.41	1.43	1.43
Middle School Vice Principal	1.20	1.22	1.22

* .02 less for 1978-79 salary computation

** .04 less for 1978-79 salary computation

	<u>1976-77</u>	<u>1977-78</u>	<u>1978-79</u>
Total percent increase for Administrators Association	5.92%	5.12%	5.5%
Total Dollars	\$431,184	\$453,246	\$477,997

Initial placement of an Administrator or Supervisor new to the district or group shall be calculated on the Index Guide for the Westwood Administrators Association minus .02 from the total Index Factor. Placement for promotion to another position within the Westwood Administrators' Association Group shall be calculated on the Index Guide of the Westwood Administrators' Association.

Salary increases are not automatic and may be withheld from an Administrator or Supervisor, if in the opinion of the Board of Education, the individual's work has been below acceptable standards. Increases withheld for this reason shall be deemed to have been lost.

Each Administrator or Supervisor shall receive an evaluation or evaluations in a conference between the Administrator or Supervisor and the Superintendent. There shall appear on the face of each evaluation form above the place for signature by the Administrator or Supervisor, the following statement: "My signature does not necessarily indicate that I agree with the contents of this evaluation, but does indicate that I have seen, discussed and received a copy of the evaluation."

Whenever any tenured Administrator or Supervisor is required to appear before the Board concerning any matter that could result in the termination of employment of that Administrator or Supervisor, the individual shall be given prior written notice of the reasons for such meeting or interview and may have a representative or attorney present to advise and represent the individual during such meeting or interview.

Administrators and Supervisors shall be notified of their contractual status for the ensuing year by April 30 of any given school year.

Present policies shall remain in effect except for such additions or changes as indicated in this agreement.

This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

SIGNATURES OF AUTHORIZED OFFICIALS

On witness of this agreement the Westwood Administrators Association has caused this agreement to be signed by its President and Secretary and the Westwood Regional Board of Education has caused this agreement to be signed by its President attested to by its Secretary and its corporate seal to be placed hereon, on the 28th day of March, 1977.

WESTWOOD ADMINISTRATORS ASSOCIATION

WESTWOOD REGIONAL BOARD OF EDUCATION

BY _____
Joseph C. Shovlin, President

BY _____
Edmond Bouvier, President

BY _____
Raymond King, Secretary

BY _____
Richard A. Sabella, Secretary