

4-1015

AGREEMENT BETWEEN

THE BRIDGEWATER-RARITAN REGIONAL BOARD OF EDUCATION

AND

THE BRIDGEWATER-RARITAN PRINCIPALS' ASSOCIATION

July 1, 1972 - June 30, 1973

THIS BOOK DOES
NOT CIRCULATE

Preamble - This Agreement is entered into this twenty-seventh day of June, 1972 by and between the Bridgewater-Raritan Regional Board of Education, Raritan, New Jersey hereinafter called the "Board" and the Bridgewater-Raritan Principals' Association, hereinafter called the "Association".

Article I - Recognition

To remain as in present Agreement

Article II - Negotiation Procedure

To remain as in present Agreement

Article III - Grievance Procedure

To remain as in present Agreement

Article IV - Vacation

To remain as in present Agreement

Article V - Sick Leave

To remain as in present Agreement

Article VI - Temporary Leave of Absence

To remain as in present Agreement

Article VII - Sabbatical Leave

To remain as in present Agreement

Article VIII - Extended Leaves of Absence

To remain as in present Agreement

Article IX - Health Care Insurance

To remain as in present Agreement except: Paragraph A - change "1971-72 school year" to "duration of the Agreement"

Article X - Reimbursement For Graduate Study

To remain as in present Agreement

Article XI - Salaries

- A. Salary ranges for the various levels of principals and directors represented in the BRPA will be established each year by using for the base figure the Quartile 3 salary of the Group 4 schools as reported for the previous year in the N.J.E.A. Research Bulletin on School Administrators' Salaries.
- B. The minimum salary in the range for each position level will be five percent (5%) less than the appropriate Q-3 salary and the maximum salary in the range will be ten percent (10%) more than the Q-3 salary.
- C. The amount of difference between the minimum and the maximum salaries would be distributed at a ratio of two to one between the points for competency appraisal and the other criteria.
- D. The four criteria to be included and their point values are:

Service with title	-	4 points
Education	-	5 points
Size of School	-	4 points
Competency Appraisal	-	7 points
		20 points

E. The criteria point value would be established as follows:

- | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|-----------|---|---|-------|---|---|-------|---|---|-----------|---|---|---|---------|---|---|--------------|---|---|--------------|---|---|--------------|---|---|-----------|---|---|
| <p>1. Service with title*</p> <table style="margin-left: 20px;"> <tr><td>1-3 years</td><td style="text-align: right;">-</td><td>1</td></tr> <tr><td>4-6 "</td><td style="text-align: right;">-</td><td>2</td></tr> <tr><td>7-9 "</td><td style="text-align: right;">-</td><td>3</td></tr> <tr><td>10-over "</td><td style="text-align: right;">-</td><td>4</td></tr> </table> | 1-3 years | - | 1 | 4-6 " | - | 2 | 7-9 " | - | 3 | 10-over " | - | 4 | <p>2. Education</p> <table style="margin-left: 20px;"> <tr><td>Masters</td><td style="text-align: right;">-</td><td>1</td></tr> <tr><td>Masters + 30</td><td style="text-align: right;">-</td><td>2</td></tr> <tr><td>Masters + 45</td><td style="text-align: right;">-</td><td>3</td></tr> <tr><td>Masters + 60</td><td style="text-align: right;">-</td><td>4</td></tr> <tr><td>Doctorate</td><td style="text-align: right;">-</td><td>5</td></tr> </table> | Masters | - | 1 | Masters + 30 | - | 2 | Masters + 45 | - | 3 | Masters + 60 | - | 4 | Doctorate | - | 5 |
| 1-3 years | - | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4-6 " | - | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7-9 " | - | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10-over " | - | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Masters | - | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Masters + 30 | - | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Masters + 45 | - | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Masters + 60 | - | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Doctorate | - | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | |

* Service with one of titles in the membership recognition article, including prior service in other districts.

3. Size of School

<u>Elementary</u>	<u>Intermediate</u>	<u>High School</u>
Up to 400 - 1	Up to 500 - 1	Up to 1200 - 1
401-500 - 2	501-700 - 2	1201-1500 - 2
501-600 - 3	701-900 - 3	1501-1800 - 3
601-over - 4	901-over - 4	1801-over - 4

4. Competency Appraisal - Criteria listed in Appndix A.

F. The director's base Q-3 will be the same as that of the intermediate school principal, and the school size criterion will be the full four points.

Article XI - Salaries (continued)

G. Principals and directors with more than 15 years in the district with one of the titles in the membership recognition article will receive additional bonus points as follows:

- 15 years - 1 point
- 20 years - 2 points
- 25 years - 3 points

Each bonus point will carry the same dollar value as a competency point.

H. The values of the points earned from the criteria would be added to the minimum salary for each position level to establish individual salaries. Salaries will be computed within the existing Federal Wage Freeze Guidelines and with the maximum individual increment not to exceed \$1,900.00 for 1972-73. Each individual will receive a minimum increment of \$1,000 for the 1972-73 school year.

I. The Board agrees that there will be no arbitrary quota or limit on the number of competency appraisal points to be earned. Each member of the Association shall have the potential to earn seven (7) points.

Article XII - Educational Council

To remain as in present Agreement

Article XIII - Miscellaneous

To remain as in present Agreement

Article XIV - Duration of Agreement

A. When this Agreement is executed, ratified, and signed as provided for in paragraph A, Article II, it shall be effective as of July 1, 1972, and shall continue in effect until June 30, 1973.

B. This Agreement constitutes a Board policy for the terms of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by the proper officers and their seals to be affixed hereto the day and year first above written.

BRIDGEWATER-RARITAN
PRINCIPALS' ASSOCIATION

BRIDGEWATER-RARITAN REGIONAL
BOARD OF EDUCATION

BY: _____
PRESIDENT

BY: _____
PRESIDENT

SECRETARY

SECRETARY