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AGREEMENT

BETWEEN

ROSELLE PARK BOARD OF EDUCATION

(UNION COUNTY,) NEW JERSEY

AND

ROSELLE PARK ADMINISTRATOR/SUPERVISOR ASSOCIATION

K JULY 1, 1989 through JUNE 30, 1992

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PREAMBLE

This contract is made and entered into on _____ 1989 by and between the Board of Education of Roselle Park, New Jersey, hereinafter called the "Board", and the Roselle Park School Administrator-Supervisor Association, hereinafter called the "Association".

ARTICLE I
RECOGNITION

A. The Board hereby recognizes the Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for all personnel in the following unit, including those with tenure, probationary status on leave and on interim but not per diem appointment: principals, assistant principals, area supervisors, athletic director, Director of Special Services, Supervisor of Curriculum. All personnel represented by the Association shall, unless otherwise indicated hereinafter, be referred to as "administrators and supervisors." Recognition of supervisors as administrators does not preclude their responsibilities for teaching assignments as deemed necessary by administration or Board of Education.

ARTICLE II

SALARIES

A. The salaries for all bargaining unit personnel are as follows:

<u>Position</u>	<u>1989-90</u>	<u>1990-91</u>	<u>1991-92</u>
H. S. Prin. *	74,465*	79,643*	85,005*
M. S. Prin. *	68,514*	73,266*	78,170*
Elem. Prin.(Ald)*	63,282*	67,785*	72,454*
Elem. Prin.(Sher)	61,043	65,962	71,285
Elem. Prin (R.G.)	54,446	60,251	66,160
Dir. Sp. Ser.*	63,282*	67,785*	72,454*
Curr. Dir.	56,532	61,876	67,605
H. S. Asst. Prin.*	60,018*	64,702*	69,906*
Athletic Dir.	53,906	58,521	63,605
Supr. English*	54,159*	58,390*	62,805*
Supr. Human.*	54,159*	58,390*	62,805*
Supr. Soc. St.*	52,320*	56,955*	61,864*
Supr. Science	45,367	50,476	56,226
Supr. Math.	44,863	50,137	56,001

* \$500 Honorarium included.

ARTICLE III
HEALTH INSURANCE

A. The Board of Education shall continue to make available to administrators and supervisors, individual and family coverage under the New Jersey Public and School Employees Health Benefits Plan, including Rider "J", or other hospitalization plan with equal coverage or better.

B. The Board shall pay the full premium for each administrator and supervisor and the family-plan insurance coverage provided under the New Jersey Public and School Employees Health Benefits Plan and Rider "J". Any rate increases that occur during the lifetime of the contract shall be borne by the Board of Education.

C. Dental insurance coverage will be consistent with the terms agreed to between the Roselle Park Board of Education and the Roselle Park Administrators/Supervisors Association.

ARTICLE IV
GRIEVANCE PROCEDURE

A. Definitions

1. A "grievance" is a claim based upon an event or condition which violates the terms and conditions of employment of members of the unit as specified in this Agreement. Notwithstanding any provision of this Agreement, no matter shall be considered to be a grievance:

a. for which a statutory remedy or Board of Education Policy is provided.

b. for the failure to retain a non-tenured administrator-supervisor.

c. in a situation where the facts are cognizable for decision by the Commissioner of Education.

d. the adoption, revision, amendment or revocation of Board Policies shall be the sole province of the Board of Education.

2. An "aggrieved person" is the person or persons making the claim.

B. Purpose

1. The purpose of the grievance procedure is to secure at the lowest possible level equitable solutions to violations which may arise from a violation of the Agreement. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

2. Nothing herein contained shall be construed as limiting the right of any administrator or supervisor having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with terms of this Agreement.

C. Procedure

Except as is otherwise provided by law, any individual administrator or supervisor shall have the right to process a grievance affecting him through administrative channels. He shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal in presenting his appeal. He shall have the right to present his own appeal or designate representatives, an organization recognized as an agent by the Board of Education or another person of his own choosing to appear with him or for him at any step in the appeal.

1. Any employee who has a complaint shall within 5 school days of the occurrence of the act which is the subject of the complaint discuss it first with his immediate superior in an attempt to resolve it informally at that level.

2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within 5 school days, he shall set forth his complaint in writing to

the Superintendent, who shall communicate his decision to the employee in writing within 10 school days of receipt of the written complaint.

3. If the matter is not settled after reaching the Superintendent, it may be referred to the Board of Education for consideration. The Board shall make known its decision to the aggrieved person within 60 days.

4. Any complaint not resolved to the satisfaction of the employee after review by the Board of Education may at the discretion of the employee be submitted to the County Superintendent, Commissioner of Education, or other agency as provided by State Statute.

5. Pending determination of a grievance or in any dispute between administrators or supervisors and the Board of Education, the grievant and all administrators and supervisors shall continue to perform their duties under the direction of the Superintendent until the grievance is settled.

ARTICLE V

RE-OPENING CLAUSE

A. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this agreement.

ARTICLE VI

WORKSHOPS, CONVENTIONS, MEETINGS & PROFESSIONAL DUES

A. Attendance at professional activities will be contingent upon the following provisions:

1. Prior approval of Superintendent, consistent with Board policy.

2. Reimbursement as follows:

- a. Registration - Paid in full
- b. Transportation:
 - 1989-90 \$.22 per mile plus tolls
 - 1990-91 \$.22 per mile plus tolls
 - 1991-92 \$.24 per mile plus tolls
- c. Meals:
 - 1989-90 \$55 per day maximum
 - 1990-91 \$60 per day maximum
 - 1991-92 \$65 per day maximum
- d. Lodging:
 - 1989-90 \$90 per day maximum
 - 1990-91 \$90 per day maximum
 - 1991-92 \$95 per day maximum

3. All expenses to be supported by voucher.

4. The Board shall provide funds for members of the unit to attend conferences and/or workshops with approval of Superintendent.

5. The Director of Pupil Services shall be reimbursed at a rate of \$20.00 per month for travel outside the school district. Reimbursement shall cover a 10-month period.

6. Seventy-five (75%) percent of anticipated expenses shall be extended to the bargaining unit employee prior to the convention.

7. Professional Dues:

The Board will pay fifty (50%) percent of the annual dues of each unit member's state and national professional association. The rate will remain in effect for each of the three (3) years of the contract.

ARTICLE VII
GRADUATE CREDIT

A. Administrators may apply for tuition reimbursement for college courses under the following circumstances:

1. The courses are subject to advance approval by the Superintendent.

2. The courses must be directly related to the Administrator's present subject field, grade level assignment, or areas of responsibility.

3. The Administrator must furnish proof to the Superintendent of satisfactory completion of the courses to qualify for reimbursement.

B. Total tuition money available shall be limited to \$750.00 per person each year. At the end of each contract term, participating employees may re-apply for additional reimbursement up to \$150.00. Any monies left after such reimbursement may be carried over to the following year to be applied toward approved conference/workshop attendance. Total tuition monies available shall be restricted to \$4,000.00 per year. After the first year of this Agreement, fifty (50%) percent of any monies left after such reimbursement may, at the discretion of the Board of Education, be used by the Board for in-service training, workshops, etc.

C. Any carry-over of tuition from one school year to

the next is solely for the term of the contract and shall not be carried forward into the next succeeding contract term.

ARTICLE VIII
ADMINISTRATOR RIGHTS

A. An administrator shall only be discharged, disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage or given an adverse evaluation of his professional services for inefficiency or other good cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the provisions of Article IV.

ARTICLE IX

SICK LEAVE

A. All Administrators shall be entitled to yearly sick leave of one day for each month of their contract. However, only ten (10) of these days shall be cumulative.

B. Each Administrator shall be compensated upon retirement for his accumulated sick days at the following rates:

1989-90	\$27.50 per day	\$5000 maximum
1990-91	\$30.00 per day	\$5500 maximum
1991-92	\$32.50 per day	\$6000 maximum

C. 1. Notice of intent to retire must be given informally to the Superintendent one year in advance.

2. Exceptions may be made at the discretion of the Board.

3. Notice of intent shall be non-binding.

ARTICLE X

TEMPORARY LEAVES OF ABSENCE

A. Illness.

1. Each employee shall be allowed sick leave with full pay or a minimum of ten (10) days in any one school year. All unused sick leave shall be accumulative to be used for additional sick leave as needed in subsequent years.

2. A doctor's certificate may be required at the sole discretion of the Superintendent for any illness of four (4) or more successive days for which accumulated sick leave is used and may be required for the Superintendent for any illness.

B. Death in the Immediate Family. Each employee may be granted by the Superintendent a maximum of five (5) days leave in the event of a death in the immediate family. "Immediate Family" is interpreted to mean spouse, parents, grandparents, parent-in-law, sibling, child, or other relative residing in the employee's household.

C. Death Not in the Immediate Family. In the case of deaths not in the immediate family, but because of which an employee is required by circumstances to be absent, the Superintendent shall present the facts regarding such absence, and the Board of Education may, at its discretion, grant leave to a maximum of five (5) days.

D. Death of Near Relatives. In all cases of death of near relatives, employees shall be granted leave of absence for one (1) day to attend the funeral provided that such absence is approved by the Superintendent of Schools in advance.

E. Personal Business.

1. Every year each employee may be granted three (3) days of leave for personal business subject to written request submitted in advance when possible, and approved by the Superintendent of Schools. "Personal Business" is interpreted as religious holidays and other personal matters of such emergency nature as cannot be accomplished outside of school hours.

2. On June 30 of each year, unused personal days will be converted to sick leave days commencing with the following school year. A separate accounting of these days will be maintained and they will be accumulative. An employee must exhaust accumulated regular (10 days per year) sick leave before drawing upon converted personal days. They do not accrue toward retirement compensation.

F. Special Cases. In the event of any unusual situation, the Board of Education, on the recommendation of the Superintendent, may give special consideration and made whatever adjustment seems desirable.

G. Deductions. In the event an employee is absent beyond the leave granted above, deductions shall be made as

follows:

1. Service personnel employed on a ten (10) month basis - for each day's absence a deduction of 1/200th of the annual salary shall be made.

2. Service personnel employed on a twelve (12) month basis - for each day's absence a deduction of 1/220th of the annual salary shall be made.

ARTICLE XI

EXTENDED ILLNESS

A. The Board agrees to continue benefit coverage for bargaining unit members on extended sick leave after accumulated sick days have been exhausted, and beyond the period that the insurance company already provides. Coverage will continue for a minimum of six (6) months or to the end of the school year, whichever is greater. Repayment of these premiums will be made by the employee at a mutually agreed upon rate, upon the employee's return to active employment. In case of death of the employee, the Board will absorb the cost. Should the employee accept employment elsewhere, he will be responsible to the Board for reimbursement.

ARTICLE XII
DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 1988 and shall continue in effect until June 30, 1989.

B. IN WITNESS WHEREOF, the parties have hereunto set their hands and seal this _____ day of 1988.

ROSELLE PARK SCHOOL ADMINISTRATOR-
SUPERVISOR ASSOCIATION

ROSELLE PARK BOARD
OF EDUCATION

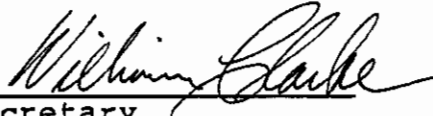
BY 

President

BY _____
President

BY 

Secretary

BY 

Secretary