

A G R E E M E N T

between the

PRINCIPALS' ASSOCIATION OF THE

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

and the

BOARD OF EDUCATION CALDWELL-WEST CALDWELL

Board of

The County of (Essex,) New Jersey

Education

FOR THE SCHOOL YEAR

X 1981 - 1982

UNIVERSITY

BY AND BETWEEN

The Board of Education of the
Caldwell-West Caldwell Schools
Essex County, New Jersey,
hereinafter referred to as the
"Board;"

The Principals' Association of the
Caldwell-West Caldwell Public Schools
West Caldwell, New Jersey,
hereinafter referred to as the
"Association."

WHEREAS, pursuant to the requirements of the New Jersey Employer-Employee Relations Act, agreements reached between public employers and the majority representative of an appropriate unit shall be embodied in writing, signed by the authorized representatives and filed with the New Jersey Public Employment Relations Commission; and

WHEREAS, certain agreements have been reached between the Board and the Association, the Association being the recognized majority representative of the unit of the Board's employees consisting of the following regularly employed certificated personnel under contract or on leave employed by the Board: Principals and Vice Principals. (Unless otherwise indicated, as used herein the term "principal" shall refer to all employees covered in the described unit as above defined.)

NOW, THEREFORE, it is mutually agreed between the Board and the Association as follows:

ARTICLE I
RECOGNITION

The Board of Education recognizes the Association as the sole and exclusive representative for collective negotiations with respect to terms and conditions of employment of certificated personnel under contract either working in the position or on leave but limited to:

- Principals
- Vice Principals

ARTICLE II
HOSPITALIZATION-MEDICAL/SURGICAL, MAJOR MEDICAL

The Board of Education agrees to pay full cost for both the member and dependents' share of Hospitalization-Medical/Surgical and Major Medical programs.

It is agreed that any increase in life or health insurance benefits awarded to members of the Caldwell-West Caldwell Education Association during the term of this contract shall be received by Principals.

An additional \$100 per person is to be paid toward a dental plan selected by the Caldwell-West Caldwell Board of Education.

ARTICLE III

SALARY

- A. The salaries of all principals covered by the Agreement are set forth in the principals' salary guide which is attached hereto and made a part of this contract.
- B. No new additions to longevity nor changes in longevity pay after July 1, 1981.
- C. A principal with an earned doctorate shall receive an additional \$900 per year.

<u>NAME</u>	<u>POSITION</u>
Frank Gambelli	High School Principal
Joseph Jacangelo	Jr. High School Principal
Arthur Saliceti	Secondary Vice Principal (1)
Joan Tucker	Secondary Vice Principal (2)
Ronald Stevens	Secondary Vice Principal (3)
Marion Classon	Elementary Principal (1)
Robert Hinkel	Elementary Principal (2)
John Sizer	Elementary Principal (3)
Ralph Hendrickson	Elementary Principal (4)
Frank DiSessa	Elementary Principal (5)

PRINCIPALS' SALARY GUIDE

1981 - 1982

<u>POSITION</u>	<u>SALARY</u>
High School Principal	\$42,995
Jr. High School Principal	39,800
Secondary Vice Principal (1)	36,215
Secondary Vice Principal (2)	30,270
Secondary Vice Principal (3)	28,090
Elementary Principal (1)	37,975*
Elementary Principal (2)	37,075
Elementary Principal (3)	37,075
Elementary Principal (4)	33,325
Elementary Principal (5)	32,755

*Additional \$900 included for earned doctorate

ARTICLE IV

APPEAL PROCEDURE

A. Purpose

1. To establish the procedure by which persons represented by the Principals' Association of the Caldwell-West Caldwell Public Schools (hereinafter referred to as Principals) may appeal the interpretation, application, or alleged violation of policies, agreements, or administrative decisions affecting them.
2. To secure, at the lowest possible organizational level, equitable solutions to the problems which may arise affecting the terms and conditions of employment of Principals.

B. Procedure

1. The processing of an appeal is to be as informal and confidential at each level of this procedure as may be appropriate. Each Principal shall have the right to make an appeal in accordance with this procedure informally with any appropriate member of the Administration and have the matter adjusted without intervention of the Association, provided the adjustment is not inconsistent with agreements between the Board and the Association or established policy affecting the terms and conditions of employment of Principals.
2. In the event that a matter being appealed is not resolved to the satisfaction of the Principal making the appeal at the informal level, said Principal may request representation by the Association in which case the Association may, within ten (10) school days of having been informed of the matter being appealed, submit the appeal, in writing, to the Superintendent of Schools who shall be requested to meet with the Principal who initiated the appeal and the Association representative to attempt to arrive at a mutually satisfactory solution.
3. The Superintendent shall, within ten (10) school days after meeting with the Principal and the Association representative, render a written decision to the Principal who initiated the appeal and to the Association.
4. In the event that the matter in dispute pertains to established Board policy or to matters of agreement between the Board and the Association and should the Principal who initiated the appeal be unsatisfied by the decision of the Superintendent, the Association may, within ten (10) school days after the written decision of the Superintendent has been rendered, appeal the matter to the Board of Education.

Appeal Procedure - continued

5. Within fifteen (15) school days after receipt of the written notice of appeal from the Association, a committee of the Board shall meet with the parties involved in the unresolved matter in dispute for the purpose of hearing the appeal and reviewing the decisions rendered on the matter.
6. Within ten (10) school days after the meeting described in Section 5 above or within ten (10) school days after any formal meeting of the Board which may be required in the case of appeal, the Board shall render a written decision to the Principal initiating the appeal with a copy to the Association.
7. Should both the Board and the Association be willing, appeals to the Board made in accordance with this procedure may be presented to a neutral party agreeable to both parties for purposes of attempting to obtain settlement by the parties. Decisions or recommendations made by the neutral party shall not be binding on either the Board or the Association. The fees and expenses of this neutral party will be shared equally by the Board and the Association.

ARTICLE V

This Association agrees to abide by the laws of the State of New Jersey.

It is mutually understood by the Principals' Association of the Caldwell-West Caldwell Public Schools and the Caldwell-West Caldwell Board of Education that all of the written agreements of the Board in effect at the time of this contract shall apply to Principals with particular mention of the following:

1. Personal Illness
2. Death in Immediate Family
3. Temporary Leave of Absence
4. Leave of Absence Without Pay
5. Sabbatical Leave
6. Maternity Leave

It is also mutually understood that the Board of Education will authorize reimbursement of principals for travel to schools in the district, to community functions and to authorized meetings in Essex County in the amount of three hundred dollars (\$300) per year.

ARTICLE VI

Recognizing the need for the continued professional growth of administrators, the Board agrees to pay all expenses for four administrators' attendance at one national or major convention each school year. One administrator each year shall be authorized from the staff of the Senior High School, one from the Junior High School, and two from Elementary Schools. Typical expenses would include transportation, room, meals, and registration fees. Arrangements for attendance must be made in advance with the Superintendent of Schools.

ARTICLE VII

All principals covered by this agreement will receive 24 equal salary payments on the fifteenth and the last day of each month for the duration of this contract. It is understood that there will be no interruption of life insurance benefits, health insurance benefits or pension deductions through the duration of this contract.

ARTICLE VII - continued

- A. All principals shall be in attendance on:
1. All days of the "School Calendar."
 2. All week days in September prior to the opening day of school, excluding Labor Day.
 3. All week days in June following the close of school.
 4. Week days during extended school recesses and school closings commonly referred to as
 - (a) N.J.E.A. Convention,
 - (b) Christmas Recess,
 - (c) Mid-Winter Recess, and
 - (d) Spring Recess.Absences during these extended school recesses are to be arranged with the Superintendent of Schools.
- B. The following three (3) clauses of the Article VII shall be in effect during the 1980-81 school year:
1. All secondary school principals and vice principals shall be in attendance week days during the months of July and August excluding Independence Day and four weeks of paid vacation.
 2. All elementary school principals shall be in attendance a total of ten (10) days from July 1 September 1. These days shall be the ten (10) working days prior to September 1.
 3. In the event that any principal is requested and agrees to work on days not stipulated in this contract as days of attendance, said principal shall be paid on a prorated per diem basis. This shall be calculated on the basis of 1/220 times the principal's annual salary per day.
- C. Principals are not expected to be in attendance on holidays listed for twelve month employees.
- D. The elementary principals' responsibilities under the ten and one-half month contract will be the same as they have always been. However, during the time the principals are not contracted during the summer, they will not be responsible for supervision of the building and operation of their school.

ARTICLE VIII

This Agreement shall be effective as of July 1, 1981, and shall continue in effect to and including June 30, 1982.

This Agreement shall not be modified or changed except by agreement of the parties and any changes or modifications so made shall be reduced to writing, signed by the representatives of the respective parties, and attached to and made a part of this Agreement.

PRINCIPALS' ASSOCIATION OF CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

Joseph Scanzello President Date 7/27/81
Ralph H. [unclear] Secretary Date 7/27/81

CALDWELL-WEST CALDWELL BOARD OF EDUCATION

Carol L. Brule President Date August 17, 1981
Ronald P. [unclear] Secretary Date August 17, 1981