

4-1004

SAYREVILLE BOARD OF EDUCATION AND
SAYREVILLE PRINCIPALS' ASSOCIATION AGREEMENT

BLUE BOOK DOES
NOT NEGOTIATE

PREAMBLE

THIS AGREEMENT, made between the BOARD OF EDUCATION, FOR THE SCHOOL DISTRICT OF THE BOROUGH OF SAYREVILLE in Middlesex County, New Jersey, (hereinafter referred to as the Board) and the SAYREVILLE PRINCIPALS' ASSOCIATION (hereinafter referred to as the Association), WITNESSETH THAT:

The Board and the Association agree to the following terms and conditions of employment for the fiscal years July 1, 1972 to June 30, 1974, with the exception of salary guide and any item related directly to salary. These last two items are subject to negotiations as set forth in Article II below for the school year 1973-74.

ARTICLE I

RECOGNITION

The Board hereby recognizes the Sayreville Principals' Association as the exclusive negotiating agent for all of its members.

ARTICLE II

NEGOTIATION PROCEDURES

1. The Board's representatives will meet with the Association's representatives for the purpose of discussion and reaching mutually satisfactory agreements.
2. Upon request of either party for a meeting to open negotiations, a mutually acceptable date shall be set not more than fifteen (15) calendar days following such requests. All issues proposed for discussion shall be submitted in writing by the Association to the Board or its delegated representatives at the first meeting. The second meeting and all necessary subsequent meetings shall be called at times and in a place mutually agreed upon by the parties, and with the minimum possible time between meetings.
3. Negotiating teams will continue to meet for the purpose of freely exchanging facts, opinions, proposals and counter-proposals in an effort to reach mutual understanding and agreement.
4. It is agreed that the Association shall be afforded the opportunity to review and express opinions on terms and conditions of employment that are negotiated with other units in matters that reflect upon the function of the administrators; such as, e.g. school calendar

5. When consensus is reached covering the areas under discussion, the proposed agreement shall be reduced to writing. All agreements shall take full force and effect upon ratification by the Association and the Board of Education.

6. Any section of this article may be altered or suspended by mutual agreement.

ARTICLE III

GRIEVANCE PROCEDURE

1. Definition: A grievance is a claim based upon the interpretation, meaning or application of any of the provisions of this agreement.

2. Step 1 - The Association, a principal or vice principal with a grievance shall first discuss it with the Superintendent with the objective of resolving it informally.

3. Step 2 - If the Association or the aggrieved person is not satisfied with the disposition of his grievance at Step 1, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Superintendent, he may, within five (5) school days after the decision by the Superintendent or fifteen (15) school days after the grievance was delivered to the Superintendent, whichever is sooner, request in writing that the Association submit his grievance to the Board of Education. The Board of Education, within twenty (20) school days after receipt of said grievance, will set forth in writing, its decision.

ARTICLE IV

GRIEVANCE PROCEDURE PARTICIPATION

The Association shall be required to comply with the conditions of Article III, Grievance Procedure Level One of the SEA-Board of Education Agreement dated April 18, 1972. Further, the effected principal or principals shall be expected to be present at Level Two and Level Three of the above mentioned Grievance Procedure.

ARTICLE V

PROFESSIONAL IMPROVEMENT

1. Tuition Reimbursement

The Board will provide reimbursement up to \$250.00 for courses taken during a school year by members of the Association. Such courses cannot be taken for certification and must be approved by the Superintendent before application is made. Reimbursement shall be made when evidence of courses taken and successful completion have been submitted to the Superintendent for payment.

2. Professional Meetings and Conferences

The Board and the Association mutually agree that members of the Association shall be allowed to attend conferences in accord with the following:

1. Requests to attend professional meetings and conferences shall be submitted to and approved by the Superintendent and the Board. Payment for expenses incurred while attending said meetings and conferences shall be limited to \$50.00 per day for a maximum of three (3) days, except for National Conferences. Payment for expenses incurred while attending National Conferences shall be limited to \$50.00 per day for a maximum of five (5) days. Further, transportation expenses up to a maximum of \$250.00 will be considered for payment to National Conferences.

ARTICLE VI

SABBATICAL LEAVE

A. Sabbatical leave may be granted to a principal by the Board of Education for educational purposes. To be eligible, one must show proof of matriculation for a Doctorate degree program subject to the following conditions:

1. If there are sufficient qualified applicants, sabbatical leaves shall be limited to two (2) principals at any one time, one elementary and one secondary.
2. Requests for sabbatical leave must be received by the Superintendent in writing no later than February 1st and action must be taken on all such requests no later than May 1st, of the school year preceding the school year for which the sabbatical leave is requested.
3. The applicant must have seven (7) years experience in the Sayreville School System.
4. A principal on sabbatical leave for a full school year shall be paid by the Board at 50% of the salary rate which he would have received if he had remained on active duty.
5. Upon return from sabbatical leave, a principal shall retain salary, seniority, retirement and tenure rights as if they were in regular employment.
6. The recipients of sabbatical leaves shall agree in writing to return to the Sayreville School District for a period of at least two (2) years after the leave. Failure to comply with this section will require reimbursement of salary received during said leave.

Sabbatical Leave cont'd.

7. Final selection of recipients shall be made by the Superintendent of Schools and require approval by the Board of Education.
8. The recipients of sabbatical leaves shall prepare and submit written reports for evaluations of the education work or research undertaken during the leave. Number and frequency of written reports submitted by the candidate to the Board of Education will be determined by the Superintendent and will depend on the course of study being pursued by the candidate.
9. Should the recipient not receive his Doctorate within two (2) years after returning to the Sayreville School District, he is to reimburse the Board 50% of the pay he received while on sabbatical.

ARTICLE VII

INSURANCE PROTECTION, FRINGE BENEFITS, AND SICK LEAVE

1. Insurance Protection

The Board shall provide the insurance protection designated below. The Board will pay the full premium for each principal or vice principal, and where appropriate for family plan insurance coverage. The Board will provide insurance coverage for the full twenty-four (24) month period from July 1, 1972 to June 30, 1974.

1. Blue Cross
2. Blue Shield
3. Rider J
4. Major Medical
5. Dental Plan (Employee only) - N.J. Dental Service Plan, Inc. - Basic contract and Rider 1 - Board to pay up to \$50.00 per year per individual principal.

The Board shall provide to each principal a description of the health-care insurance coverage provided and as provided by the carrier.

The Board shall reserve the right to consider other plans that will offer equal or better coverage.

2. Fringe Benefits

Any benefits heretofore designated as Fringe Benefits for any other negotiating units will be continued in force for this Association. These include, but are not limited to, items such as personal days, mileage allowances and longevity. Superintendent can allow portion of vacation during school year upon application.

3. Sick Leave

- A. All principals and vice principals on twelve (12) month basis shall be entitled to twelve (12) sick leave days each year, and all principals and vice principals on ten (10) month basis shall be entitled to ten (10) sick days each year. Unused sick leave days shall be accumulated from year to year with no maximum limit.

- B. A principal, upon termination of employment with fifteen (15) years of service in the Sayreville School System and with a good attendance record, shall receive a \$600.00 termination bonus. Good attendance record shall be defined to mean a person who is able to maintain an average of 40% of their accumulated leave days per year for the last fifteen (15) years of service, except in extreme cases where use of the total number of leave days are used for extended leave that is totally beyond the principal's control.

ARTICLE VIII

SALARIES

The salaries for principals and vice principals employed for a twelve (12) month contract commencing July 1, 1972 and ending on June 30, 1973 shall be as follows:

Mr. Everett Adams	- \$19,077.
Mr. Homer Dill	- 19,361.
Mr. Richard Reichenbach	- 17,295.
Mr. Edward Weber	- 18,465.

The salaries for principals employed for a ten (10) month contract commencing July 1, 1972 and ending on June 30, 1973 shall be as follows:

Mr. William Bauer	- \$17,009.
Mr. Robert Decker	- 13,600.
Mr. Roy Dill	- 18,127.
Mr. Peter Fland	- 15,500.
Mr. Donald Shanks	- 17,030.
Mr. John Singer	- 18,177.
Mr. Kenneth Wood	- 15,500.
Miss Mary Zyskowski	- 18,427.