

A G R E E M E N T

BETWEEN:

THE WANAQUE BOROUGH DISTRICT BOARD OF EDUCATION

AND

THE WANAQUE BOROUGH PRINCIPALS' ASSOCIATION

X JULY 1, 1980 - JUNE 30, 1983

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ARTICLE I - RECOGNITION

The Wanaque Borough Board of Education hereby recognizes the Wanaque Borough Principals' Association, hereinafter referred to as the WBPA, as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for all fulltime certified Principals and Vice Principals, hereinafter referred to as employees.

ARTICLE II - NEGOTIATIONS OF SUCCESSOR AGREEMENT

A. The parties agree to enter into collective negotiations in accordance with the rules and regulations as established by PERC 1974.

B. Any agreement so negotiated shall be reduced to writing, be signed by the Board of Education and the WBPA, and be adopted by the Board and the WBPA.

C. The term of this agreement shall be July 1, 1980 through June 30, 1983.

D. All terms and conditions of this Agreement shall remain in effect until replaced by a successor agreement.

ARTICLE III - ADMINISTRATOR EMPLOYMENT

A. On or before April 30th of each year, the Board of Education shall give to each employee:

1. A written offer of a contract for employment for the next succeeding year, or

2. A written notice that such employment will not be offered, in which case a detailed statement of reasons shall be given upon request. Chapter 18A and all of its provisions must be appropriately implemented prior to any employee receiving such notice.

ARTICLE III (CONT.)

B. Prior to April 30th of each year, the immediate supervisor of a non-tenured employee shall have had appropriate communication with said employee regarding his/her effectiveness.

ARTICLE IV - EVALUATION OF ADMINISTRATORS

All monitoring or evaluating of the work performance of an employee shall be done openly and with the full knowledge of the employee, and in compliance with Chapter 18A.

Employees shall be evaluated only by persons certified by the New Jersey Board of Examiners as School Administrators.

ARTICLE V - OPEN COMMUNICATIONS

The Board of Education believes and recognizes the right of any employee to discuss with the Board of Education any matter of concern to that employee without fear of reprisals. As a matter of good judgment and courtesy to the superordinate administrators the matter should first be discussed with these superordinate administrators. If mutual satisfaction is not reached the matter should be brought before the Board of Education.

ARTICLE VI - ADMINISTRATOR BENEFITS

1. Vacation

Employees shall be granted 20 days vacation each year exclusive of legal and school holidays.

After completion of five full years of service as an administrator in the district, an additional five days vacation will be granted.

Vacation may be accumulated up to 10 days but annual vacation not to exceed 30 days.

ARTICLE VI (CONT.)

2. Professional Development and Educational Improvement

A. The Board agrees to an employee tuition reimbursement program for the duration of the employee's employment in the district subject to prior approval of courses by the Superintendent of Schools.

B. Credit hour reimbursement will be based on the highest rate for any New Jersey State college or university.

C. Any fees incurred in registration will be reimbursable.

D. Reimbursement for books will be given if the books become the property of the District.

E. Reimbursement shall be made upon submission to the Superintendent of proof of successful completion of course(s).

3. Holidays

During recesses when students and teachers are not in attendance, it is agreed that schools are open on days other than legal holidays as designated by the State of New Jersey. During such days there shall be administrative coverage in each building which will be arranged two weeks prior by the building Principal and shall be approved by the Superintendent of Schools. The Superintendent will not unreasonably withhold such approval. The Superintendent shall notify the WBPA at least two weeks prior of an intended in-service program during this time period. Administrative coverage requirements can be modified by the Superintendent.

4. Health Insurance

A. The Board of Education shall provide each employee with New Jersey Public Employees' Health Benefit Plan and pay the premium for said employee.

ARTICLE VI (CONT.)

B. The Board of Education shall pay 100% of the premium for dependents of full-time employees who desire their dependents to be covered by the aforementioned plan.

C. The Board agrees to fully subsidize the cost of an annual thorough examination for every employee by the physician of their choice. Such examination shall include but not be limited to blood tests, x-rays, eye examination, et.al. A cost up to \$150 per person will be granted. The cost of eyeglasses, hearing aids, wheelchairs, crutches or other medically related aides may be considered allowable expenditures of this amount.

D. All benefits granted to the teaching staff of the district shall be given, as well, to employees covered by this agreement.

E. The Board of Education will purchase a disability plan at a cost of up to \$200 per person per year. This plan will be selected by the Wanaque Borough Principals' Association.

5. Leave Without Loss of Salary

A. All employees shall be entitled to three (3) days' leave of absence per school year. Other than emergencies, a three day advance notice shall be given to his/her immediate supervisor. In the event an employee does not use their personal days, such days not utilized shall accumulate as sick days.

B. The Board of Education shall allow five (5) days' leave at any one time for death in the immediate family. Immediate family shall be wife, husband, children, mother, father, sister, brother, father-in-law, mother-in-law, grandfather, and grandmother of the employee or his/her spouse. In circumstances where five (5) days are insufficient to fulfill the intent of this article, the

ARTICLE VI (CONT.)

Superintendent shall have the discretionary authority to extend the period beyond the five (5) days.

C. Professional Days may be granted upon recommendation of the Superintendent and, where appropriate, approval by the Board of Education shall be secured.

D. All employees shall be entitled to twelve (12) cumulative sick days per school year.

E. Employees shall be given written accounting of accumulated sick leave sometime during the year at the convenience of the administration.

6. Extended Leaves of Absence

The Board shall grant maternity leave to any employee who is expecting a child, upon request subject to the following stipulations and limitations.

A. Employees taking a leave shall notify the Superintendent sixty (60) calendar days prior to the date she intends to commence her leave. The notification should also specify the date of return.

B. A non-tenure employee may receive a leave up to June 30, of the current school year.

C. Each non-tenure employee shall receive statutory notice of his/her employment by April 30, of each school year. He/she shall accept or decline such offer for the succeeding school year by June 1.

D. Each tenure employee shall receive similar leave, except said leave, if extended beyond the current school year, shall be continued for one full school year. Said tenure employee returning to his/her position shall return on July 1 of the succeeding school year unless a shorter time is agreed to by the employee and the Board

ARTICLE VI (CONT.)

E. Any employee adopting a child shall receive a similar leave as enumerated above when he or she received de facto custody of the child.

7. Study Time

The Superintendent of Schools will take under consideration requests from any employee for scheduled time off from the regular workday when needed for pursuing advanced studies.

Such requests will be submitted in written detail (i.e., reasons, dates, times, and number of hours needed) at least four (4) weeks prior to the start of studies. Release one day a week at 2:30 P.M. shall be at the discretion of the Superintendent of Schools. Any other time shall require approval of the Board of Education. Requests that are for more than one afternoon a week or a departure time prior to 2:30 P.M. will be considered unusual and shall be submitted to the Board of Education for disposition.

8. Professional Association

A. Dues

As the law shall permit the Board of Education agrees to pay current membership dues for each employee to the Association for Supervision and Curriculum Development, state and national Principals' Associations and any other appropriate job related associations or societies as approved by the Superintendent.

B. Conventions

In accordance with Board policy, the Board shall subsidize the attendance of administrative employees to national workshops as approved by the Board. All employees may attend the state administrator's conference. It is understood by all administrative staff that coordination of administrators at National conventions to enhance professional experiences for all is most desirable.



ARTICLE VI (CONT.)

C. Subscriptions

The Board of Education agrees to purchase subscriptions to professional journals as deemed appropriate by the Superintendent.

ARTICLE VII - SALARY

A. Range

Salary range for Principals shall be as follows:

1980-81	21,500	30,100
1981-82	22,900	32,060
1982-83	24,400	34,140

Salary range for Vice Principals shall be as follows:

1980-81	17,750	23,000
1981-82	18,900	23,920
1982-83	20,150	25,470

B. Longevity

An employee shall receive a longevity stipend computed by multiplying the number of full years of service in the district less five years times \$50.

C. <u>Salary</u>	<u>1980-81</u>	<u>1981-82</u>	<u>1982-83</u>
Frank Edwards	30,100	32,060	34,140
Larry Mendelowitz	26,550	28,280	30,120
Eileen Kuruc	22,460	23,920	25,470
Dominic Butler	18,970	20,210	21,530

D. Increments

Increments shall be a minimum of \$50.

Board Secretary

President

BY

MANAQUE BOROUGH PRINCIPALS' ASSN.

Attorney

Witness:

President

BY

MANAQUE BOROUGH BOARD OF EDUCATION

and eighty.

this \_\_\_\_\_ day of \_\_\_\_\_, nineteen hundred

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands