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W A G E A N D S A L A R Y A G R E E M E N T

between the

UPPER SADDLE RIVER ADMINISTRATORS ASSOCIATION

and the

UPPER SADDLE RIVER BOARD OF EDUCATION

(employer)

for

X 1 JULY 1977 THROUGH 30 JUNE 1978

and

X 1 JULY 1978 THROUGH 30 JUNE 1979

and

X 1 JULY 1979 THROUGH 30 JUNE 1980

1 July 1977 - 30 June 1980

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ARTICLE I

BACKGROUND

Chapter 364 of the 1973 laws of the State of New Jersey requires that the Board of Education adopt a formal salary schedule for certain supervisory and administrative personnel employed by the Board. This agreement has been formulated in order to insure that said salary schedules are in accordance with agreements between the Upper Saddle River Administrator's Association and the Upper Saddle River Board of Education prior to Board adoption. Once ratified by the Administrator's Association and the Board of Education, this agreement will be signed by the Presidents of the respective organizations with appropriate attesting witnesses (one/organization) and then adopted by the Board of Education at a public meeting.

ARTICLE II

SCOPE and DURATION

For the purposes of this agreement, the Administrative Personnel of the Upper Saddle River School System shall be deemed to include any and all of the following positions and none other:

The Principal of the Middle School
The Vice Principal of the Middle School
The Principal(s) of the Elementary School(s)
The School Psychologist

The Administrative Personnel as defined above are included in this agreement for convenience since they constitute the membership of the Upper Saddle River Administrator's Association even though by proper interpretation some of the above personnel (positions) may not be classified as full time administrative or supervisory personnel and as such are not required to be covered by salary schedules by the provisions of chapter 364 of the 1973 laws of the State of New Jersey.

The scope of this agreement is limited to wage and salary and as such deals only with those terms and conditions of employment which deal directly with the determination of annual wage and salary for the duration of this agreement for currently employed personnel. This agreement is made without constraint on any future Board action to fill or not the positions designated above at wage and salary levels determined by the free market, as the needs of the Upper Saddle River School System may from time to time require. Nothing in this agreement shall be construed as requiring any Board payment of wages or salary for services not rendered or inability to fulfill the requirements of the respective positions except as provided for by law.

This agreement shall become effective when ratified by both parties and, except for the potential of a salary increment withheld in accordance with law, shall govern the wage and salary of the above defined personnel during the 1977/78 school year (1 July 1977 through 30 June 1978) and the 1978/79 school year (1 July 1978 through 30 June 1979) and the 1979/80 school year (1 July 1979 through 30 June 1980). The Board and the Association hereby agree to meet in November 1979 to initiate negotiations for a successor agreement hereto with an aim toward ratifying said successor agreement during the 1979/80 school year so that the salary guide factors for 1980/81 may be appropriately determined from 1979/80 performance.

ARTICLE IIISALARY GOALS

The Board of Education deems it educationally desirable to initiate and pursue a system of accountability with respect to Administrator performance such that Upper Saddle River Administrators may be compensated according to their respective merits. Further, the Board deems it educationally desirable to attract and maintain personnel who perform their professional roles in the upper percentiles as compared to a reasonably sized population of their peers.

Nonetheless, the economic pressures and the current State constraints on budget combine to prevent the incorporation of potential superior performance oriented merit increase increments into this salary agreement. The Board and the Administrator's Association look forward to the negotiations during the 1979/80 school year for a successor agreement wherein specific potential for merit factors may be reinstated.

ARTICLE IVSALARY GUIDE

The approved salary guide for personnel in the Administrator's Association for the 1976/77 school is:

Middle School Principal (J. Meisterich)	\$31,600
Middle School Vice Principal (B. Dursema)	\$26,300
Upper Elementary School Principal (R. Franchino)	\$28,200
Lower Elementary School Principal (M. Corn)	\$28,000
School Psychologist (J. Prelich)	\$26,600

The approved salary guide for these personnel in their current positions for 1 July 1977 through 30 June 1980 shall be:

	77/78	78/79	79/80
J. Meisterich (Middle School Principal)	33,800	35,900	38,000
B. Dursema (Middle School Vice Principal)	28,200	30,000	31,800
R. Franchino (Upper Elementary Principal)	30,200	32,100	34,000
M. Corn (Lower Elementary Principal)	30,000	31,900	33,800
J. Prelich (School Psychologist)	28,500	30,300	32,100

Concurrence 28 February 19 77

B. Dursema
Administrator's Association

A. R. Hanvey
Board of Education

John J. Prelich
Attest

James McKea
Attest