

4-1005

Whereas Roselle Park School Administrator-Supervisor Association has been designated by the administrators and supervisors of Roselle Park as their duly elected representative to engage in collective negotiation with the Board of Education. Whereas the Roselle Park School Administrator-Supervisor Association and the Board of Education have negotiated and agreed upon a contract for the school year 1969-70, a copy of which is hereto attached. Resolved that Roselle Park School Administrator-Supervisor Association is hereby recognized as the Bargaining Unit for Roselle Park Administrators-Supervisors for the school year 1969-70. Resolved that the contract with Roselle Park School Administrator-Supervisor Association attached hereto, on the part of the Board of Education be and the same is hereby ratified and confirmed and the President and Secretary are hereby authorized and directed to sign, seal and deliver the same in behalf of the Board of Education.

PREAMBLE

This contract is made and entered into on January 7, 1969, 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

The Board hereby recognizes the Association as the exclusive representative for collective negotiation 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, department heads, Director of Special Services, Superintendent of Buildings and Grounds, and Cafeteria Supervisor, but excluding the Superintendent and School Business Administrator. All personnel represented by the Association shall, unless otherwise indicated hereinafter, be referred to as "administrators and supervisors."

ARTICLE II

SALARIES

The salaries of administrators-supervisors covered by this agreement are set forth in schedules which are attached hereto and made a part hereof.

Schedule A  
Schedule B

## ROSELLE PARK PUBLIC SCHOOLS

SCHEDULE A  
RATIO GUIDE FOR ADMINISTRATIVE PERSONNEL

		<u>Quality Range</u>
1. Elementary Principal*	A.	1.10
	B.	1.15
	C.	1.20
	D.	1.25
	E.	1.30
2. Middle School Principal	A.	1.20
	B.	1.25
	C.	1.30
	D.	1.35
	E.	1.40
3. Assistant High School Principal	A.	1.10
	B.	1.15
	C.	1.20
	D.	1.25
	E.	1.30
4. Senior High School Principal	A.	1.30
	B.	1.35
	C.	1.40
	D.	1.45
	E.	1.50
5. Director of Special Services *	A.	1.18
	B.	1.23
	C.	1.28
	D.	1.33
	E.	1.38
6. Business Administrator	A.	1.40
	B.	1.45
	C.	1.50
	D.	1.55
	E.	1.60
7. Superintendent of Schools	A.	1.65
	B.	1.70
	C.	1.75
	D.	1.80
	E.	1.85
	F.	1.90
8. Superintendent of Buildings & Grounds (Ratio based on Maximum on Custodians' Salary Guide)	A.	1.45
	B.	1.50
	C.	1.55
	D.	1.60
	E.	1.65

\*10 months' contract

## SCHEDULE A CONTINUED

RATIO GUIDE FOR ADMINISTRATIVE PERSONNEL CONTINUED

- I. The ratio of 1.0 is the individual's placement on the currently effective Teacher Salary Schedule as adopted by the Board of Education.
- II. Placement in relation to the ratio guide shall be at the recommendation of the Superintendent of Schools.
- III. Advancement within the Quality Range will occur following evaluation judgment of exceptional performance upon recommendation of the Superintendent of Schools and approval by the Board of Education.
- IV. Maintenance of salary under the policy regulations of the Teacher Salary Schedule applies to the Administrative Personnel Ratio Guide.

ROSELLE PARK PUBLIC SCHOOLS

SCHEDULE B

DEPARTMENT HEADS

The salaries of the following high school department heads shall be .08 of the Bachelor Degree minimum as stated on the Teachers' Salary Guide:

1. Mathematics Department
2. Foreign Language Department
3. Industrial and Fine Arts Department
4. Social Studies Department
5. English Department
6. Science Department
7. Business Education Department
8. Physical and Health Education Department

DIRECTOR OF HIGH SCHOOL ATHLETICS

The annual salary of the Director of High School Athletics shall be \$440.

1/7/69

## 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".
- 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 in the contract year shall be borne by the employee.

## 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-tenure, 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 of 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 or knowledge of the condition 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.
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. The procedures to implement these policies shall be renewed automatically for a period of one year unless changes are requested and mutually agreed upon by the Board of Education and the Bargaining Unit.

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.

DURATION OF AGREEMENT

The Provisions of this Agreement shall be effective as of the school year 1969-70 and shall remain in full force and effect until July 1, 1970.

In Witness Whereof, the parties have hereunto set their hands and seals this 7th day of January, 1969.

Roselle Park School  
Administrator-Supervisor Association

By \_\_\_\_\_  
President

By \_\_\_\_\_  
Secretary

Roselle Park Board of Education

By \_\_\_\_\_  
President

By \_\_\_\_\_  
Secretary