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02-03

BERGENFIELD SUPERVISORS ASSOCIATION

CONTRACT PACKAGE

1971 - 1973

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PREAMBLE

In order to effectuate the provisions of Section 19 of Article 1 of the Constitution of the State of New Jersey and Chapter 303, P. L. of 1968, this agreement is made and entered into on this 15th day of February, 19 71, by and between the Bergenfield Board of Education (hereinafter referred to as the "Board") and the Supervisory Association of Bergenfield (hereinafter referred to as the "Association").

The following table shows the results of the experiment. The first column shows the number of trials, the second column shows the number of correct responses, and the third column shows the percentage of correct responses. The data shows that the percentage of correct responses increases as the number of trials increases, indicating that the subjects are learning the task.

Number of Trials	Number of Correct Responses	Percentage of Correct Responses
10	6	60%
20	12	60%
30	18	60%
40	24	60%
50	30	60%
60	36	60%
70	42	60%
80	48	60%
90	54	60%
100	60	60%

ARTICLE I

RECOGNITION

The Board hereby recognizes the Bergenfield Supervisors Association as the exclusive negotiating representatives, as defined under the laws of the State of New Jersey as written in Title 18A of the revised statutes annotated of the State of New Jersey and in accordance with Chapter 303, P. L. of 1968, for all supervisory personnel, under contract, working in the educational program, excluding the A.S.S. and S.B.A.

ARTICLE II

GRIEVANCE PROCEDURE

1. Any individual member of the Supervisors' Unit shall have the right to appeal the application of policies and administrative decisions affecting him as covered by this contract. Any person presenting a question or appeal in matters covered by this agreement shall be free from restraint, interference, coercion, discrimination or reprisal as a result of said question or appeal. He shall have the right to present his own appeal, or to designate representatives of the local Supervisors' organization or another person or group of his own choosing to appear with him or for him at any step in his appeal. The unit may have a representative (other than the aggrieved person) at every meeting concerning a grievance.
2. The initial discussion shall be made with the individual's immediate supervisor. In the event that the nature of a grievance makes it inappropriate to follow the regular channel of this procedure, such grievance may be presented in writing to the next higher level. If the authority at this level considers the reason for by-passing the regular channels to be insufficient, he shall notify the complaining party of his decision so that the grievance may be presented through the regular channels.
3. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five school days, he shall set forth his complaint in writing to his immediate superior. His superior shall communicate his decision to the employee in writing within three school days of receipt of the written complaint.
4. The employee may appeal his supervisor's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing and must set forth the grounds upon which the grievance is based. The Superintendent shall request a report on the grievance from the Supervisor, shall confer with the concerned parties and, upon request, with the employee or supervisor separately. He shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten school days. The Superintendent shall communicate his decision in writing, along with supporting reasons, to the employee and the Supervisor.

5. It is understood that at each level of administrative responsibility the question or grievance shall be reviewed from all aspects, hearing all sides of the problem so that a decision can be reached that is fair to all concerned.
6. Again, if mutual satisfaction is not obtained, an appeal by the employee may be presented, in writing, to the Board of Education, through the Superintendent of Schools. If requested, the Board shall review the grievance by holding a closed hearing and render a decision, in writing, within thirty (30) days.
7. Matters not settled at the level of the Board of Education then enter the procedures established by the Laws of the State Board of Education, relevant to such situations.
8. Any time limit stipulated above may be set aside with the mutual agreement of all parties.
9. The Association or the Superintendent of Schools may initiate group grievances in which case the procedure outlined above shall be initiated.

ARTICLE III

ASSOCIATION RIGHTS AND PRIVILEGES

1. The Board agrees to make available to the Association records normally available to the citizens of Bergenfield. In addition the Board will provide such other records as mutually agreed upon to assist the Association in its functions.
2. The Association and its representatives shall have the right to use school buildings for meetings with the approval of the Superintendent or his designated representative and the foreknowledge of the building principal. Likewise, the Association shall have the right to use school equipment with the approval of the Superintendent of Schools or his designated representative with the understanding that the Association will be responsible for cost of materials and supplies and the repair of damages caused by the Association's use.
3. Representatives of the Association and other professional organizations invited by the Association shall be permitted to transact official Association business on school property with the approval of the Superintendent of Schools or his designated representative.

ARTICLE IV

SALARIES

The Board and the Association agree to the salary guide attached hereto and made a part of this agreement and shall apply to supervisory personnel so indicated for the duration of this agreement.

The Board further agrees to provide without cost to the employee:

The Public and School Employees Health Benefits Program administered through the New Jersey Divisions of Pensions under individual or family plan whichever is applicable to the employee.

ARTICLE V

MUTUALITY OF OBLIGATION

The Board and the Association will make every effort to act in good faith to carry out the spirit as well as the letter of this agreement, subject to law.

Both parties further agree to take no action that will demean the process or be contrary to the laws of the State of New Jersey pertaining to strikes or work stoppage by public employees.

ARTICLE VI

BOARD RIGHTS

The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the Laws and the Constitution of the State of New Jersey, and of the United States.

The exercise of the powers, right, authority, duties and responsibilities by the Board, the adoption of policies, rules regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of the State of New Jersey and the Constitution and Laws of the United States. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under Title 18A of the Revised Statutes Annotated of New Jersey or any other National, State, County, District or local Laws or regulations as they pertain to education.

ARTICLE VII

MISCELLANEOUS PROVISIONS

1. We believe it is incumbent, as administrators and supervisors, to continue to involve faculty members in all appropriate areas. Teachers, administrators and supervisors, Board of Education, students and parents, all have a vital interest in the total educational program; dialogue and discussion should be the sine qua non of any decision affecting children or those who work with children. Inherent in this dialogue must be a mutual trust and respect which transcends negotiation, in its legalistic sense.
2. The Board of Education will notify the Association, in writing through the Superintendent of Schools, of any items initiated by any group which could change the administrative responsibilities of the unit.
3. Sick leave, with pay, shall be granted to 12 month employees on the basis of thirteen (13) school days per year for each year of employment, with a cumulative allowance for unused sick leave at ten (10) days per year. Ten month employees shall be granted (12) twelve sick days with a cumulative allowance for unused sick leave at ten (10) days per year.
4. Personal days beyond 3 days may be granted at the discretion of the Superintendent.
5. Any changes in salary which affect a member of the Association must be negotiated with the negotiating unit of the Association.
6. Any decision to withhold monies agreed upon through previous contractual agreements for any member of the unit whose work is deemed unsatisfactory will be made by the Superintendent of Schools. Before making such recommendation to the Board, the Superintendent of Schools shall send the administrator written notice of such intention and give him an opportunity to discuss the reason for such action.
7. Personnel Record Files: Any member of the B.S.A. may at reasonable times and places and in the presence of the Superintendent, or his designated representative, consult the materials in their files with the exception to be noted below:

While no material may be removed from the files, the administrator shall have the right to append as part of the permanent record, his own comments, in writing, to any material contained in the files. A copy of such comments shall be provided to the evaluator for his information only.

Letters of reference to the Board of Education concerning the administrator or letters of reference from the Board of Education concerning the administrator shall be sealed and may not be consulted within the meaning of this article.

SALARY GUIDE

	1971-1972	1972-1973
MASTER'S DEGREE	\$14,300	\$15,250
" + 16	15,100	16,050
" + 32	15,800	16,750

	Mos.				
HIGH SCHOOL PRINCIPAL	12	50	55	60	65
MIDDLE SCHOOL	12	33	38	43	48
CURRICULUM COORDINATOR	12	27	32	37	42
ELEMENTARY PRINCIPAL	12	25	30	35	40
H.S. ASST.	12	20	25	30	35
M.S. ASST.	12	15	20	25	30
DIRECTOR	12	15	20	25	30
ADMINISTRATIVE ASST.	12	10	15	20	25
ELEM. ASST. PRINCIPAL	12	10	15	15	20
ADMIN. ASST. Bd. OFFICE	12	(11.1)	(6.1)	0	05

IN ADDITION TO THE ABOVE GUIDE THERE SHALL BE AN INCREASE OF .05% TO THE H.S. ASSISTANT PRINCIPAL WHO IS APPOINTED TO THE POSITION OF SUMMER SCHOOL PRINCIPAL.

THE FOLLOWING SUMS SHALL BE ADDED TO THE INDIVIDUAL'S SALARY WHERE APPLICABLE:

PROFESSIONAL DIPLOMA	+ \$400
DOCTORATE	+ \$700

B.S.A.-BOARD SALARY AGREEMENT
1971-1972

<u>NAME</u>	<u>SALARY</u>
G. GRUBE	\$25,190
B. BAGGS	24,085
J. HABEEB	21,440
D. LARAMIE	21,350
J. BENE	21,000
R. BRANDT	20,940
H. CENSULLO	19,750
G. DELCORSO	19,750
J. MONGON	21,725
J. FAVERO	21,725
G. HANDERA	20,760
E. ROACH	19,660
V. MONTESANO	20,935
R. E. HUNTER	20,540
D. ANGELICA	20,150
C. BAKER	19,750
I. BLACKMORE	20,150
C. SZEGLIN	17,500
J. ARMILLEI	17,875
R. CIRELLI	14,500
L. TRADUP	17,875
R. VANVOORHIS	18,565
K. BUSCHER	13,400

EXTRA PAY:

ATHLETIC DIRECTOR	\$2,000
BAND & MAJORETTE COACH	900
RADIO	400

B.S.A.-BOARD SALARY AGREEMENT
1972-1973

<u>NAME</u>	<u>SALARY</u>
G. GRUBE	\$27,500
B. BAGGS	25,490
J. HABEEB	22,790
D. LARAMIE	22,610
J. BENE	21,775
R. BRANDT	22,175
H. CENSULLO	21,775
G. DELCORSO	20,940
J. MONGON	23,450
J. FAVERO	23,450
G. HANDERA	22,470
E. ROACH	21,350
V. MONTESANO	23,450
R. E. HUNTER	22,610
D. ANGELICA	22,175
C. BAKER	21,775
I. BLACKMORE	22,175
C. SZEGLIN	20,000
J. ARMILLEI	19,825
R. CIRELLI	16,675
L. TRADUP	19,825
R. VANVOORHIS	20,100
K. BUSCHER	15,250

EXTRA PAY:

ATHLETIC DIRECTOR	\$2,200
BAND & MAJORETTE COACH	1,150
RADIO	400

ARTICLE VIII

DURATION

The provisions of the agreement shall be effective as of July 1, 1971 and shall remain in full force and effect until June 30, 1973, subject to the right of the Board and the Association to negotiate for a modification of this agreement as provided by law.

In witness whereof the parties hereto have caused this agreement to be signed by their respective Presidents, attested by their respective secretaries.

BERGENFIELD SUPERVISORS ASSOC.

BERGENFIELD BOARD OF EDUCATION

By _____
PRESIDENT

By _____
PRESIDENT

SECRETARY

SECRETARY

