

Contract no. 1658

1

FOURTH REVISION TO

AGREEMENT

between

WEST NEW YORK

BOARD OF EDUCATION

WEST NEW YORK, NEW JERSEY

and

THE WEST NEW YORK SCHOOL ADMINISTRATORS ASSOCIATION

OF THE WEST NEW YORK SCHOOL SYSTEM

FOR THE PERIOD

July 1, 1991

to

June 30, 1993

PREPARED APRIL 16, 1992

LIBRARY
INSTITUTE OF MANAGEMENT
AND LABOR RELATIONS

OCT 7 1992

RUTGERS UNIVERSITY

This Agreement is made and entered into as of the 1st day of July 1990 between the West New York Board of Education (hereinafter referred to as the "Board") and the West New York School Administrators Association (hereinafter referred to as the "Association").

ARTICLE I

RECOGNITION

A. The board hereby recognizes the Association as the exclusive and sole bargaining representative for all personnel in the bargaining unit as follows:

High School Principal

Assistant Principals

Director of Adult Learning Center

Elementary School Principals

B. In the event additional administrative positions are established by the Board requiring an administrative certificate these positions shall be covered under this Agreement.

C. All other individuals employed by the Board in positions not specifically enumerated above are excluded from the bargaining unit.

ARTICLE II

NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiation over a successor Agreement in accordance with N.J.S.A. 34:13A-1 et seq., in a good faith effort to reach agreement on all matters concerning the terms and conditions of Administrators' employment.

Any agreement so negotiated shall apply to all Administrators, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board and ratified by the Association.

B. During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter proposals. The Board shall make available to the Association for inspection all pertinent records, data and information of the West New York School District.

C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations.

D. 1. Representatives of the Board and the Association's negotiating committee shall meet at the request of either party, when mutually convenient, for the purpose of reviewing the administration of the Agreement, and to resolve problems that may arise. These meetings are not intended to bypass the grievance procedure.

2. Each party shall submit to the other, at least three (3) days prior to the meeting, an agenda covering matters they wish to discuss.

3. All meetings between the parties shall be scheduled, whenever possible, to take place when the Administrators involved are free from assigned responsibilities, unless otherwise agreed.

4. Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it shall be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.

E. Except as this Agreement shall hereinafter or otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations, and/or policies of the Board in force on said date, shall continue to be applicable during the term of this Agreement. Unless otherwise provided in the Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any Administrators benefit existing prior to its effective date.

F. The Board agrees not to negotiate concerning the employees in the negotiating unit as defined in Article I of the Agreement with any organization other than the Association for the duration of this Agreement.

G. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement neither party shall be required to negotiate with respect to any matter whether or not covered by this Agreement and whether or not within the knowledge of contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

H. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by

both parties.

ARTICLE III

ASSOCIATION RIGHTS AND RESPONSIBILITIES

A. Whenever any member of the Association is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in pay or benefit.

B. Representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times provided that this shall not interfere with or interrupt normal school operations.

C. The rights and privileges of the Association and its members as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the Administrators as defined in the unit, to no other organization.

D. Any criticism or inquiry about any Administrator's performance shall be directed to the Superintendent of Schools and may be reported to the Board of Education and processed as follows:

1. The Superintendent shall weigh the merit of the criticism directed at the Administrator and inform the Administrator of the nature of the criticism. The Superintendent shall have the option of dismissing and terminating the matter at that point or continuing the investigation if he or she sees fit.

2. Any complaints regarding an Administrator made to the

Board of Education or Superintendent of Schools by any parent, student or other person which may be used in any manner in evaluating an Administrator shall be promptly investigated and called to the attention of the Administrator. The Administrator shall be given the opportunity to respond to or rebut such complaint and shall have the right to be represented by the Association at any meetings or conferences regarding such complaint.

ARTICLE IV

BOARD RIGHTS AND RESPONSIBILITIES

A. The Board, on its own and on behalf of the citizens of the Town of West New York, Hudson County, New Jersey, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of 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 hereof which are in conformance with the Constitution and laws of New Jersey and of the United States.

C. Nothing contained herein shall be construed to deny or

restrict the Board's rights, responsibilities, and authority under N.J.S.A. 18A:1 (School Law of New Jersey) or any other federal, state, county, or local laws or regulations.

ARTICLE V

GRIEVANCE PROCEDURE

A. Definitions.

1. A grievance may be considered to exist when an administrator believes that an administrative procedure or policy adversely affects his/her working conditions or welfare or violates the terms of this Agreement.

2. In the wording of this statement of procedures, the term "administrator" shall be taken to include all administrative personnel listed in the Recognition Clause.

B. Purpose.

Any administrator shall have the right to present his/her grievance through the steps described in the following paragraphs with assured freedom from restraint, interference, coercion, discrimination, or reprisal. He/she shall have the right to present his/her own appeal or to designate any other person or persons to appear with him/her at any step of the appeal.

C. Procedures.

1. Any administrator who has a grievance shall first orally advise his or her immediate supervisor of its existence within twenty (20) days after its occurrence. The supervisor shall meet

with the administrator within seven (7) school days in an attempt to resolve the grievance at this level. Within seven (7) school days after the discussion, the superior shall orally make known his or her decision to the administrator.

2. If the grievance is not resolved to the satisfaction of the administrator at the level of step 1, the administrator may appeal, within seven (7) calendar days, to the Superintendent of Schools in a written statement setting forth specific details and specific grounds on which the grievance is based and attaching all pertinent documents.

The Superintendent shall confer with the parties concerned together or separately within seven (7) calendar days. The Superintendent shall render a decision within ten (10) school days of such occurrence. A written statement of the decision and the supporting reasons therefor shall be sent to the aggrieved and to the superior.

3. If the grievance is not resolved at Step 2 to the satisfaction of the administrator, said administrator may request a review by the Board of Education. This request shall be made in writing through the Superintendent of Schools, who shall attach all related documents and forward the request to the Board of Education. The Board shall review the case, shall hold a hearing with the administrator, if requested by the administrator, and shall render a decision in writing within twenty-one (21) calendar days of receipt of the grievance by the Board at a regular or special meeting. Copies of the decision of the Board shall be sent

to the aggrieved and to the Superintendent of Schools.

4. A grievance which remains unresolved to the satisfaction of the administrator after a decision has been rendered by the Board of Education may be submitted to arbitration within ten (10) calendar days following receipt of the Board's decision. The arbitrator shall be chosen from a list of ten names provided by the American Arbitration Association. Arbitration shall begin as quickly as is possible, dependent upon the availability of an arbitrator.

The decision of the arbitrator shall be binding on all parties. Copies of the arbitrator's decision shall be sent to: (1) the aggrieved; (2) the Board of Education; and (3) the Superintendent of Schools. The cost of arbitration shall be paid by the unsuccessful party.

5. The arbitrator shall be without power to alter, amend or modify the terms of this Agreement. In addition, the arbitrator shall be without power or authority to make any decision which requires the commission of acts prohibited by law or which is violative of the terms of this Agreement. In formulating his decision, the arbitrator shall adhere to the statutory law of New Jersey and to pertinent decisions of the Commissioner of Education, the State Board of Education and the Courts. The cost for the services of the arbitrator including per diem expenses, if any, and the actual and necessary travel and substance expenses shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

C. Miscellaneous.

1. In the event no decision is forthcoming within the prescribed time limits at any step, the aggrieved may, upon notice, proceed to the next step.

2. Any of the time limits specified herein may be extended by mutual agreement.

3. In the event a grievance is brought up for consideration at the end of the school year and if the superior is not available after the closing of school for procedures outlined in Step 1, the administrator may proceed directly to Step 2.

4. The function of these procedures is to assure equitable and proper treatment under existing or future rules, policies, procedures and contractual agreements which relate to or affect the administrator.

5. This grievance procedure shall in no way impair, diminish or preclude any rights of the parties set forth in Title 18 N.J. Statutes, or any other law.

6. A grievance over an administrative procedure or policy shall not be subject to binding arbitration.

ARTICLE VI

TRANSFERS

A. Any available vacancy shall be made known to all interested parties by the Superintendent's office.

B. Any administrator requesting a transfer shall file a

written request with the Superintendent of Schools stating the reasons for his/her request. This provision applies to lateral transfers only without change in administrative title or job description.

ARTICLE VII

ADMINISTRATIVE VACANCIES - PROMOTION

A notice of vacancy in an administrative position shall be posted in all schools and a copy shall be sent to the Association's President at the time of the posting and in no event later than fifteen (15) work days before the final date when applications must be submitted. The notice of vacancy shall set forth the position, its qualifications, its duties and the rate of compensation.

ARTICLE VIII**MEETING WITH THE SUPERINTENDENT**

Meetings between the Superintendent and his/her representative of the Association shall be held at the request of either party upon reasonable notice to discuss areas of concern.

ARTICLE IX**SICK LEAVE**

A. Each administrator shall be granted thirteen (13) sick days and two (2) cumulative personal days per annum. If the personal days are not used they shall become sick days and be cumulative.

B. Each administrator shall be granted two (2) non cumulative days for his/her personal use.

C. Administrators shall be paid in the discretion of the Board during any period of extended illness not covered by sick leave.

D. 1. Commencing July 1, 1990, no member of the Administrator's Association shall be entitled to receive, or otherwise continue to participate in, the terminal leave policy of the West New York Board of Education except for those members of the Administrators Association who held positions of administrative employment with the West New York Board of Education and were members of the West New York Administrators Association as of June

30, 1990.

2. With respect to members of the Administrators Association who qualify to continue under the Board's Terminal Leave Pay Policy because of their status as administrative employees of the District and their membership in the West New York Administrators Association, the following formula with respect to retirement from the District or terminal leave shall apply. Each administrator, following fifteen (15) years of service in the District, upon retirement from the District, or in the event of death during service in the District, shall be compensated for all accumulated sick days in accordance with the formula utilized by the School Business Administrator's office in computing such accumulated sick leave time up to a maximum of Fifty Five Thousand (\$55,000) Dollars. Calculations under the formula will be made on the basis of a 300 day year in accordance with Board Policy #3350.

In the event an administrative employee, following fifteen (15) years of service in the District, resigns from the School District, said employee shall be compensated in accordance with the present formula utilized by the School District to calculate accumulated sick days up to a maximum equal to one (1) month's salary.

It is agreed that in making computations under the Boards Terminal Leave and Resignation Policies, an administrator who resigns for the purpose of accepting employment in another District shall be required to furnish to this District the number of sick days that said administrator would receive in the new employment

district. Where the employing district grants the former employee sick days, the sick days granted by the employing district shall be deducted from the total number of sick days used in the calculations.

E. Administrators who utilize no sick days of their sick leave benefit in any one school year shall receive the following bonus payments:

1. Administrators who do not use any sick days during any school year shall receive a bonus payment of \$500.00.

2. Administrators using only one (1) sick day of their sick leave time in any one school year shall receive a bonus payment of \$425.00.

3. Administrators using only two (2) sick days of their sick leave time during any school year shall receive a bonus payment of \$375.00.

4. Administrators using only three (3) sick days of their sick leave time during any school year shall receive a bonus payment of \$325.00.

Bonus payment checks shall be mailed to administrators within thirty days of the close of the school year (June 30) if possible.

ARTICLE X

TEMPORARY LEAVE OF ABSENCE

A. Administrators shall be entitled to the following temporary non-cumulative leaves of absence with pay:

1. Association members shall be granted a maximum of ten (10)

days per year with pay and expenses for attendance at professional meetings or conferences which are recommended by the Superintendent of Schools if approved by the Board of Education. Conferences or meetings shall be limited to the New York Metropolitan area.

2. Up to five (5) school days at any one time in the event of death of an administrator's spouse, child, parent, grandparent, grandchild, son-in-law, daughter-in-law, father-in-law, mother-in-law, brother or sister. Up to one school day in the event of the death of a close friend or relative outside the Administrator's immediate family as defined above. This leave shall commence with the first day of bereavement. The Board may grant extra time due to extenuating circumstances upon the request of the administrator in its absolute discretion.

3. A. Time necessary for persons called into active duty of any unit of the U.S. Reserves or State National Guard provided such obligations cannot be fulfilled on days when school is not in session. An administrator shall be paid his regular pay less any pay which he receives from the state or federal government.

B. Other leaves of absence with pay may be granted by the Board for good reasons.

C. Up to five (5) days in total at the end of a school year or the beginning of a school year, as may be required to attend summer school classes or travel to the place where such classes are to be held, provided that these classes are taken to maintain certification for employment, that the courses are not available at any other time, and that the professional days

requested do not interfere with the administration of the school.

D. Leaves taken pursuant to Section A and B shall be in addition to any sick leave to which the teacher is entitled.

ARTICLE XI

EXTENDED LEAVE OF ABSENCE

A. The Board agrees that only one (1) administrator designated by the Association shall upon request be granted a leave of absence without pay for a minimum of one year but not to exceed two years for the purpose of engaging in activities of the Association or its affiliates, provided that such a leave does not adversely affect the efficient administration of the school district.

B. Military leave without pay shall be granted to any Administrator who is inducted or enlists in any branch of the armed forces of the United States for the period of said induction or initial enlistment.

C. 1. Upon reasonable notice, any administrator with two (2) years in the system may apply to the Board for a child rearing leave at any time prior to the expected birth of a child. At the time of the application, which shall be made upon reasonable notice to the Board, the administrator shall specify in writing the date on which the employee wishes to commence leave and the date on which the employee wishes to return to work after the birth. Such requested leave shall be granted by the Board, except that the

Board may change the requested dates upon a finding that the grant of leave for those dates would substantially interfere with the administration of the school and provided that such date change by the Board is not medically contradicted. Following the grant of such leave to any administrator, the commencement or termination dates thereof may be further extended or reduced upon application by the administrator to the Board. Such extension or reduction shall be granted by the Board for any additional reasonable time, except that the Board may alter the requested dates upon finding that such extension or reduction would substantially interfere with the administration of the school. An administrator returning from pregnancy leave of absence shall be entitled to all benefits which an administrator returning from other types of sick or disability leave would be entitled.

2. Any administrator adopting an infant child may receive similar leave which shall commence upon receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption.

D. Other leaves of absence without pay may be granted by the Board for good reason.

E. 1. An administrator shall not receive a salary increment credit for time spent on a leave granted pursuant to Section A, B or C of this Article, nor shall such count toward the fulfillment of time requirements for acquiring tenure, or accumulation of seniority.

2. All fringe benefits (i.e., health, dental, etc.) to

which an administrator is entitled under the terms of this collective bargaining agreement shall be restored to an administrator upon return from leave. Administrators shall be assigned to a position within the area of their certification in accordance with tenure law. Except as otherwise provided by law, employees granted an unpaid leave of absence shall have the right to continued coverage for a maximum term of eighteen (18) months at the employee's expense.

F. All extensions or renewals of leaves shall be applied for in writing. If granted, notification will be given in writing.

ARTICLE XII

SABBATICAL LEAVES

A. A sabbatical leave shall be granted to an administrator by the Board for study, including study in other area specialization, for travel or for other reasons of value to the school system, subject to the following conditions:

1. Requests for sabbatical leave must be received by the Superintendent in writing in such form as may be mutually agreed on by the Association and the Superintendent, no later than November 1, and action must be taken on all such requests no later than January 15 of the school year preceding the school year for which the sabbatical leave is requested.

2. Sabbatical Leave for Study: An administrator who has served in the school district satisfactorily for a period of at

least seven (7) years may be granted, with compensation, a leave of absence for study and observation for a minimum of six months and a maximum period of one year. Such salary shall be one-half of the scheduled salary which an administrator would have received had such leave not been granted. The administrator granted such leave shall be required to contract to serve the system for three years after the expiration of the Sabbatical Leave and shall be paid the scheduled salary that he/she would have received had he/she not had a Sabbatical Leave. The salary placement, however, is to be granted only after a statement of work at college has been submitted and approved by the Superintendent of Schools.

The following activities will be considered appropriate:

A. Formal Graduate Study. A minimum of sixteen (16) points or credits per semester in the individual's own field or work or closely related field.

B. Writing of a Doctoral Thesis.

C. Schedule of travel, planned in consultation with the Superintendent.

3. Sabbatical Leave for Rest and Recuperation: Members of the Association who have served in the district satisfactorily for a period of at least fifteen (15) years may be granted, with compensation, a leave of absence for rest and recuperation for a minimum period of six (6) months and a maximum period of one (1) year.

B. All administrators granted Sabbatical Leaves under this Article shall be entitled to one-half of the salary which an

administrator would have received had such a leave not been granted under this article. The administrator granted such leave shall be required to contract to serve the system for three (3) years after the expiration of such leave. An administrator upon return from Sabbatical Leave shall be paid the same scheduled salary that said administrator would have received but for the leave of absence. If circumstances prevent fulfillment of three (3) years service following return, the person shall reimburse the district in direct proportion of the unfilled time except in case of death or permanent disability.

C. An administrator granted Sabbatical Leave under this Article shall not accept or engage in any type of employment while on such leave.

D. It shall be a requirement for all individuals returning from sabbatical leaves of absence to return to the School District at the commencement of the first or second semester of the school year (either September or January). Individuals granted temporary leaves of absence shall not be permitted to return in the middle of either of the semesters except under extenuating circumstances with approval of the Board of Education.

ARTICLE XIII
INSURANCE PROTECTION

A. As of the beginning of the school year, the Board shall provide health-care insurance protection. The Board shall pay full premium for each administrator and, in cases where appropriate, for family plan insurance coverage.

1. Provisions of the health care insurance program shall be detailed in master applications and contracts agreed upon by the Board, and the Association.

B. The Board shall provide to each administrator a description of the health care insurance coverage provided under this Article no later than the beginning of the school year. This shall include a clear description of conditions and limits of coverage as per teacher contract.

C. As of the beginning of the school year, the Board shall provide medical prescription insurance protection. The Board shall pay the full premium for a one dollar (\$1.00) deductible plan per prescription for each administrator and, in cases where appropriate, for family plan coverage as per teacher contract.

D. As of the beginning of the school year, the Board shall provide dental insurance protection. The Board shall pay the full premium for each administrator and in cases where appropriate for family plan coverage as per teacher contract.

E. The fringe benefits paid to the district professional staff covered under the teachers' contract, will be paid to members

of the Administrators' Association under the same terms except as otherwise provided herein.

ARTICLE XIV

WORKING CONDITIONS

A. 1. Administrators' working hours during the regular school year shall be 8:00 a.m. to 3:30 p.m. Notwithstanding the aforesaid, if the Board of Education extends the clerk's contractual hours up to 4:00 p.m. administrators will be required to work until 4:00 p.m.

2. Administrators' working hours during the summer months shall be 9:00 A.M. to 1:00 P.M. except where working hours are fixed by posting in which event Administrators shall work the hours contained in the posting.

B. Administrators are twelve (12) month employees (July 1 to June 30). All administrators are required to work the following minimum number of days during each school year:

1. Principals shall be required work the minimum number of school days required by law (180 days) plus an additional 22 days during the summer months (hereafter referred to as "additional days"). Three of the additional days are to be utilized at the end of each school year and five (5) additional days are to be utilized consecutively prior to the commencement date of the next school year. The remaining fourteen (14) additional days are required to be worked during the summer months in accordance with a schedule

submitted to, and approved by the Superintendent.

2. Other administrators shall be required to work the minimum number of school days required by law (180 days) plus an additional 17 days during the summer months. Three of the additional days are to be utilized at the end of each school year and five (5) additional days are to be utilized consecutively prior to the commencement date of the next school year. The remaining nine (9) additional days are required to be worked during the summer months in accordance with a work schedule submitted to and approved by the Superintendent.

3. Wherever the Board, in its absolute and sole discretion, shall determine that a need exists for administrators to work additional days during the summer months in excess of the aggregate number of days that administrators are required to work under Sections (A) or (B), the Board shall post the positions for administrators. The posting shall fix compensation for all administrators at the following rates:

- (1) Up to 2 hrs. per day \$70.00;
- (2) More than 2 hrs. per day but not less than 4 hrs. per day \$100.00;
- (3) More than 4 hrs. per day but less than 6 hrs. per day \$170.00; and
- (4) More than 6 hrs. per day but less than 8 hrs. per day \$200.00.

In the event that the positions posted are not filled at the

time the posting is closed, administrators shall be required to work the schedule fixed by the posting on a non-voluntary basis at the rates of compensation set forth above. Administrators required to work on a non-voluntary basis shall be selected by reverse order of seniority in the area of certification (i.e. principal, assistant principal, etc.)

C. Administrators will be responsible at all times to see that their schools operate efficiently and are in readiness for the opening of the School Year.

The Superintendent of Schools or the Board's designee in the Superintendent's absence, shall be responsible for administering this Article. In his/her discretion, he/she shall determine the number of days and the particular days to be worked and the nature of the duties to be performed.

This Article is to be flexibly and fairly administered with the prime consideration to be the efficient operation of the School System.

The Director of Adult Learning Center is required to perform his/her duties for one (1) month during Summer, in accordance with his/her contractual salary.

D. Any administrator performing duties over and above the Contract obligations set forth in this Agreement, which have been approved in writing by the Superintendent of Schools and the Board of Education, shall be compensated for such additional work at a rate of Thirty-Five (\$35.00) Dollars per hour.

ARTICLE XV
ADMINISTRATIVE RULES HANDBOOK

The handbook of rules and administrative regulations shall remain in effect unless specifically modified by the Board or changed in this Agreement.

ARTICLE XVI
MISCELLANEOUS PROVISIONS

A. This Agreement constitutes Board policy for the term of said Agreement and the Board and the Association shall carry the commitments contained herein and give them full force and effect as Board Policy.

B. If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue to be in full force and effect.

C. Any individual contract between the Board and an individual administrator, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract is inconsistent with this Agreement, this Agreement, during its duration shall be controlling.

D. The Board and the Association agree that there shall be no

discrimination and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in hiring, training, assignment, promotion, transfer, or discipline of administrators, or in the application or administration of this Agreement, on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status.

E. Whenever any notice is required to be given by either of the parties of this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by telegram or registered letter at the following addresses:

1. If by Association to Board
at 100 - 51st Street,
West New York, New Jersey 07093
2. If by Board to Association
at Public School #5
5401 Hudson Avenue
West New York, New Jersey 07093

ARTICLE XVII

VACATIONS

Work schedules shall be submitted by administrators to the Superintendent of Schools for approval during the summer months. It is the desire of the Board of Education to have, at all times, one administrator on duty in each building. Consequently, administrators should strive to submit work schedules during the summer months in a manner in which work schedules during summer months are rotated with those of other administrators assigned to the same school building to provide maximum coverage.

NEW ARTICLE XVIII**HOLIDAY SCHEDULE**

The administrators' holiday schedule shall be taken in accordance with the school calendar approved by the Board of Education for the conduct of the Schools of West New York.

DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 1991 and shall continue in effect until June 30, 1993 subject to the Association's right to negotiate over a successor Agreement as provided in Article II. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

B. IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

Dated: MAY 15 1992

WEST NEW YORK BOARD OF EDUCATION

By Sadie DeVillis
Sadie DeVillis, President

By Leo Romano
Secretary to the
Board of Education

WEST NEW YORK SCHOOL ADMINISTRATORS ASSOCIATION

By Nicholas Andrycich, President

By Anthony Yankovich, Secretary

LONGEVITY

90-91

Start of 20 years	2800	Additional
Start of 25 years	1000	Additional
Start of 30 years	1200	Additional
Start of 35 years	1200	Additional
Start of 40 years	900	Additional

91-92

Start of 20 years	2800	Additional
Start of 25 years	1200	Additional
Start of 30 years	1200	Additional
Start of 35 years	1200	Additional
Start of 40 years	1200	Additional

92-93

Start of 20 years	2800	Additional
Start of 25 years	1200	Additional
Start of 30 years	1200	Additional
Start of 35 years	1200	Additional
Start of 40 years	1200	Additional

Negotiations of the longevity issue will reopen between the West New York Board of Education and the West New York Administrators Association if the new Teacher Contract 1992-1993 etc. reflects an increase in teacher longevity.

DIRECTOR ADULT EDUCATION

	BASE	MA+15	MA+30	MA+45	DOCTORATE
90-91					
1	42265	43265	44265	45265	46265
2	43924	44924	45924	46924	47924
3	45582	46582	47582	48582	49582
4	47240	48240	49240	50240	51240
5	48899	49899	50899	51899	52899
6	50558	51558	52558	53558	54558
7	52216	53216	54216	55216	56216
8	53874	54874	55874	56874	57874
9	55533	56533	57533	58533	59533
10	58315	59315	60315	61315	62315
91-92					
1	45224	46224	47224	48224	49224
2	46998	47998	48998	49998	50998
3	48773	49773	50773	51773	52773
4	50547	51547	52547	53547	54547
5	52322	53322	54322	55322	56322
6	54097	55097	56097	57097	58097
7	55871	56871	57871	58871	59871
8	57646	58646	59646	60646	61646
9	59420	60420	61420	62420	63420
10	62397	63397	64397	65397	66397
92-93					
1	48389	49389	50389	51389	52389
2	50288	51288	52288	53288	54288
3	52187	53187	54187	55187	56187
4	54086	55086	56086	57086	58086
5	55984	56984	57984	58984	59984
6	57883	58883	59883	60883	61883
7	59782	60782	61782	62782	63782
8	61681	62681	63681	64681	65681
9	63580	64580	65580	66580	67580
10	66765	67765	68765	69765	70765

ASSISTANT PRINCIPAL

	BASE	MA+15	MA+30	MA+45	DOCTORATE
90-91					
1	48685	49685	50685	51685	52685
2	50344	51344	52344	53344	54344
3	52002	53002	54002	55002	56002
4	53660	54660	55660	56660	57660
5	55319	56319	57319	58319	59319
6	56978	57978	58978	59978	60978
7	58631	59631	60631	61631	62631
8	60294	61294	62294	63294	64294
9	61953	62953	63953	64953	65953
10	64735	65735	66735	67735	68735
91-92					
1	52093	53093	54093	55093	56093
2	53868	54868	55868	56868	57868
3	55642	56642	57642	58642	59642
4	57417	58417	59417	60417	61417
5	59191	60191	61191	62191	63191
6	60966	61966	62966	63966	64966
7	62741	63741	64741	65741	66741
8	64515	65515	66515	67515	68515
9	66290	67290	68290	69290	70290
10	69266	70266	71266	72266	73266
92-93					
1	55739	56739	57739	58739	59739
2	57638	58638	59638	60638	61638
3	59537	60537	61537	62537	63537
4	61436	62436	63436	64436	65436
5	63335	64335	65335	66335	67335
6	65234	66234	67234	68234	69234
7	67132	68132	69132	70132	71132
8	69031	70031	71031	72031	73031
9	70930	71930	72930	73930	74930
10	74113	75113	76113	77113	78113

ELEMENTARY PRINCIPAL

	BASE	MA+15	MA+30	MA+45	DOCTORATE
90-91					
1	51895	52895	53895	54895	55895
2	53554	54554	55554	56554	57554
3	55212	56212	57212	58212	59212
4	56870	57870	58870	59870	60870
5	58529	59529	60529	61529	62529
6	60188	61188	62188	63188	64188
7	61846	62846	63846	64846	65846
8	63505	64505	65505	66505	67505
9	65163	66163	67163	68163	69163
10	67945	68945	69945	70945	71945
91-92					
1	55528	56528	57528	58528	59528
2	57302	58302	59302	60302	61302
3	59077	60077	61077	62077	63077
4	60851	61851	62851	63851	64851
5	62626	63626	64626	65626	66626
6	64401	65401	66401	67401	68401
7	66175	67175	68175	69175	70175
8	67950	68950	69950	70950	71950
9	69724	70724	71724	72724	73724
10	72701	73701	74701	75701	76701
92-93					
1	59415	60415	61415	62415	63415
2	61313	62313	63313	64313	65313
3	63212	64212	65212	66212	67212
4	65111	66111	67111	68111	69111
5	67010	68010	69010	70010	71010
6	68909	69909	70909	71909	72909
7	70807	71807	72807	73807	74807
8	72706	73706	74706	75706	76706
9	74605	75605	76605	77605	78605
10	77790	78790	79790	80790	81790

HIGH SCHOOL PRINCIPAL

		BASE	MA+15	MA+30	MA+45	DOCTORATE
90-91						
	1	56175	57175	58175	59175	60175
	2	57673	58673	59673	60673	61673
	3	59224	60224	61224	62224	63224
	4	60776	61776	62776	63776	64776
	5	62328	63328	64328	65328	66328
	6	63879	64879	65879	66879	67879
	7	65431	66431	67431	68431	69431
	8	66982	67982	68982	69982	70982
	9	68534	69534	70534	71534	72534
	10	71155	72155	73155	74155	75155
91-92						
	1	60107	61107	62107	63107	64107
	2	61710	62710	63710	64710	65710
	3	63370	64370	65370	66370	67370
	4	65030	66030	67030	68030	69030
	5	66690	67690	68690	69690	70690
	6	68351	69351	70351	71351	72351
	7	70011	71011	72011	73011	74011
	8	71671	72671	73671	74671	75671
	9	73331	74331	75331	76331	77331
	10	76136	77136	78136	79136	80136
92-93						
	1	64315	65315	66315	67315	68315
	2	66030	67030	68030	69030	70030
	3	67806	68806	69806	70806	71806
	4	69582	70582	71582	72582	73582
	5	71359	72359	73359	74359	75359
	6	73135	74135	75135	76135	77135
	7	74911	75911	76911	77911	78911
	8	76688	77688	78688	79688	80688
	9	78464	79464	80464	81464	82464
	10	81465	82465	83465	84465	85465