

4-1043

THIS BOOK DOES
NOT CIRCULATE

AGREEMENT

between the

WESTWOOD ADMINISTRATORS ASSOCIATION

and the

BOARD OF EDUCATION OF THE WESTWOOD REGIONAL SCHOOL DISTRICT

COUNTY OF BERGEN, NEW JERSEY

1975-76

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JUN 30 1975

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AGREEMENT

This is an agreement between the Westwood Regional Board of Education and the Westwood Administrators Association. The agreement shall become effective as of July 1, 1975, and shall continue in effect until June 30, 1976, or until a subsequent successor agreement has been negotiated.

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 303, Public Laws 1968 in a good faith effort to reach agreement on all matters concerning the terms and conditions of Administrators' employment. Negotiations shall begin on or about October 15th of the calendar year preceding the calendar year in which this agreement expires and shall hopefully be concluded at least sixty days prior to the budget submission to the voters of the district.

All Administrators shall be entitled to at least all of the fringe benefits received by the teachers in the Westwood Regional School District. In addition, the Administrators shall be provided the following at Board of Education expense:

1. Washington National Insurance Company's N.J.C.S.A. Group Income Protection Plan 1, Class IV
2. Reimbursement to a maximum of \$100 for annual paid membership in each Administrators' state and national professional association

Each Administrator's salary for the school year beginning July 1, 1975, shall be increased by an amount equal to 8.2% of his 1974-75 contractual salary.

Initial placement of Administrators new to the district or a position shall be determined by individual negotiation.

Salary increases are not automatic and may be withheld from an Administrator, if in the opinion of the Board of Education, his work has been below acceptable standards. Increases withheld for this reason shall be deemed to have been lost.

Each Administrator shall receive his annual evaluation in a conference between the Administrator and the Superintendent. There shall appear on the face of each evaluation form above the place for signature by the Administrator, the following statement: "My signature does not necessarily indicate that I agree with the contents of this evaluation, but does indicate that I have seen, discussed and received a copy of the evaluation."

Whenever any tenured Administrator is required to appear before the Board concerning any matter that could result in the termination of employment of that Administrator, he shall be given prior written notice of the reasons for such meeting or interview and may have a representative or attorney present to advise him and represent him during such meeting or interview.

Administrators shall be notified of their contractual status for the ensuing year by April 30 of any given school year.

Present policies shall remain in effect except for such additions or changes as indicated in this agreement.

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.

SIGNATURES OF AUTHORIZED OFFICIALS

On witness of this agreement the Westwood Administrators Association has caused this agreement to be signed by its President and Secretary and the Westwood Regional Board of Education has caused this agreement to be signed by its President attested to by its Secretary and its corporate seal to be placed hereon, on the 28th day of April, 1975.

Westwood Administrators Association

By Joseph C. Shovlin
Joseph C. Shovlin, President

By Raymond King
Raymond King, Secretary

Westwood Regional Board of Education

By E. Wayne Boyd
E. Wayne Boyd, President

By Gerald Gelfand
Gerald Gelfand, Secretary