

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 1971-72, 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 1971-72. 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 December 11, 1970, 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, Learning Disabilities Specialist, Superintendent of Building and Grounds, and Cafeteria Supervisor, Social Worker 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 the personnel covered by this agreement shall be as follows:

- * Elementary Principals
- Middle School Principal
- High School Principal
- Assistant High School Principal
- # Director of Special Services - School Psychologist

The 1971-72 salaries for the individuals employed for the school year 1970-71, in the positions detailed above, shall be 6.3% or \$1,000.00 (whichever is greater) more than the compensation paid for such positions in 1970-71.

The 1971-72 salary for the[#] Assistant Middle School Principal, employed during the school year 1970-71, shall be 6.3% more than the compensation paid for the position in 1970-71, which was \$400.00

The 1971-72 salary for the #Learning Disability Specialist and #Social Worker, employed during the school year 1970-71, shall be \$900.00 more than the compensation paid for the position in 1970-71.

The 1971-72 salary for the Superintendent of Building and Grounds, employed during the school year 1970-71, shall be \$1,000.00 more than the compensation paid for the position in 1970-71.

The 1971-72 salary for the #Cafeteria Supervisor, employed during the school year 1970-71, shall be \$500.00 more than the compensation paid for the position in 1970-71.

DEPARTMENT HEADS

The salaries of the following high school department heads shall be \$725.00.

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 \$550.00

The positions of Assistant Middle School Principal, Department Heads, and Director of High School Athletics involve teaching duties in addition to their Supervisory assignments.

Thus the sum indicated for these positions shall be added to the appropriate salary as a teacher in accordance with 1971-72 teachers' salaries.

10 month contract

* 10 months' contract plus 1 week prior to September 1 of each year.

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 during the lifetime of the contract shall be borne by the Board of Education.

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 1971-72 and shall remain in full force and effect until July 1, 1972.

In Witness Whereof, the parties have hereunto set their hands and seals this 11th day of December 1970.

Roselle Park School
Administrator-Supervisor Association

Roselle Park Board of Education

By _____
President

By _____
President

By _____
Secretary

By _____
Secretary