



**CONTRACT AGREEMENT**  
**BETWEEN THE**  
**PATERSON PUBLIC SCHOOL DISTRICT**  
**AND**  
**THE PATERSON PRINCIPALS ASSOCIATION**  
**July 1, 1994 to June 30, 1998**

**THE PATERSON SCHOOL DISTRICT  
Cabinet**

**Dr. Laval S. Wilson  
State District Superintendent**

**Dr. H. Benjamin Williams  
State District Assistant Superintendent**

**Dr. Clarence C. Hoover, III  
Assistant Superintendent,  
Curriculum/Instruction**

**Dr. Nancy A. Jorgensen  
Director of Labor Relations**

**Philomena Pezzano  
Director of Personnel**

**Louis Flora, Esq.  
General Counsel**

**Dr. David Noriega  
Compliance & Long Range Planning Officer**

**Dr. Anna DeMolli  
Assistant Superintendent,  
School Operations**

**Robert Davis  
Interim Business Administrator**

**Dr. EmmaJean Stepherson  
Assistant Superintendent,  
School Operations**

**Emilie Renna  
Assistant Superintendent,  
School Operations**

**Ms. Joy Friedman  
Public Information Officer**

**Zaida Mostacero  
Ombudsperson**

**THE PATERSON PRINCIPALS ASSOCIATION**

**Joseph T. Fulmore  
President**

**Edward Watts  
NJPSA Representative**

**Vacant  
Vice President**

**Vincent Caramico  
Secretary**

**Richard Roberto  
Treasurer**

## **Paterson Board of Education**

**Mr. Charles Walker**  
**Chairperson**

**Ms. Nilda Torres**  
**Vice-Chairperson**

**Ms. Malikah Abdullah**  
**Board Member**

**Mr. Joseph P. Barbieri**  
**Board Member**

**Ms. Joyce Duncan**  
**Board Member**

**Mr. Alonzo Moody**  
**Board Member**

**Ms. Sheila Owens**  
**Board Member**

**Mrs. Anna Maria Vancheri**  
**Board Member**

**Mr. Jose' Angel Villalongo**  
**Board Member**

**THE NEGOTIATING TEAMS**

**PATERSON PRINCIPALS ASSOCIATION**

Joseph T. Fulmore, Chairperson

Edward Watts, NJPSA Field Representative

Marian Rabel, Principal, School No. 8

Richard Garibel, Principal, John F. Kennedy High School

Margaret Mary Dalton, Principal, School No. 9

Robert Howell, Principal, Dale Avenue School

Dorothy Rowe, Principal, School No. 26

**PATERSON SCHOOL DISTRICT**

Dr. Nancy A. Jorgensen, Director of Labor Relations

Robert Tosti, Esq., Labor Counsel

Dr. E. Jean Stepherson, Assistant Superintendent for School Operations

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## **AGREEMENT**

This Agreement entered into this 1st day of July, 1994 by and between the Paterson School District, hereinafter called the "District", and the Paterson Principals' Association, hereinafter called the "Association".

## **WITNESSETH**

In consideration of the following mutual covenants, it is hereby agreed as follows:

### **ARTICLE I**

#### **RECOGNITION**

The District hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for Principals whether under contract, on leave, employed or to be employed by the District.

## **ARTICLE II**

### **NEGOTIATIONS PROCEDURE**

#### **A. NEGOTIATION OF SUCCESSOR AGREEMENTS**

The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123, Public Laws 1974, in good faith effort to reach agreement on all matters concerning terms and conditions of employment. Such negotiations shall begin not later than the rules of the Public Employment Relations Commission may require. Any agreement so negotiated shall be reduced to writing, be signed by the District and the Association and be adopted by the District.

#### **B. NEGOTIATING TEAM SELECTION AND AUTHORITY**

1. Neither party hereto shall have any control over the selection of the negotiating representatives of the other party.

2. 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. The preceding shall not, however, be construed to mean that Negotiating Team shall have the power or authority to make a final and binding commitment on behalf of their respective parties.

3. 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**  
**GRIEVANCE PROCEDURE**

**A. DEFINITIONS**

1. **Grievance**

A "grievance" is a claim by a member of the unit or the Association based upon the interpretation, application or violation of this Agreement, policies or administrative decisions affecting the terms and conditions of employment of an individual or a group of members of the unit.

2. **Aggrieved Person**

An "aggrieved person" is the person or persons making the claim.

3. **Party in Interest**

A "Party in Interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

**B. PURPOSE**

The purpose of this procedure is to secure at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting members of the unit. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure.

**C. PROCEDURE**

1. **Time Limits**

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum and every effort shall be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

The parties agree, however, that any claim or grievance must be filed at the most appropriate level within thirty five (35) calendar days of the occurrence or knowledge of said grievance.



## **2. Year End Grievances**

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practical.

### **D. LEVEL I - Immediate Supervisor**

A member of the unit with a grievance shall first discuss the grievance with his/her immediate supervisor either directly or through the Association's designated representative with the objective of resolving the matter informally.

### **E. LEVEL II - State District Superintendent of Schools or Designee**

1. If the aggrieved member is not satisfied with the disposition of the grievance at Level I, or if no decision has been rendered within seven (7) calendar days after the grievance was presented at Level I, he/she may file the grievance, in writing, to the State District Superintendent of Schools or his/her designee. The written application at Level II must include:

- The nature of the grievance
- The results of the previous discussion at Level I
- The basis of dissatisfaction with the determination at Level I
- A copy of a notice to the appropriate assistant superintendent of school operations, notifying that supervisor of the filing as a Level II grievance.

2. The State District Superintendent or Designee shall convene a hearing for the grievance within fourteen (14) calendar days of receipt of the application for a hearing. All parties in interest shall have the right to be heard at the level II hearing.

3. The State District Superintendent or designee shall notify the aggrieved person and the association of the determination within seven (7) calendar days following the hearing.

### **F. LEVEL III - ARBITRATION**

1. If the Association is not satisfied with the outcome or lack of a decision within twenty (20) calendar days from the date set for the Level II hearing, it may file a written demand for Arbitration.

2. Upon submission of the notice for arbitration to the Director of Labor Relations, the District and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator to obtain a commitment to serve within the specified period, a request for a list of arbitrators may be made to the New Jersey Public Employment Relations Commission by either party. The parties shall then be bound by the rules and procedures of the New Jersey Public Employment Relations Commission..

3. The arbitrator so selected shall confer with the representatives of the District and the Association and hold hearings promptly and shall issue his/her decision not later than twenty (20) calendar days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him or her. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the District and Association and shall be binding on the parties in all issues specifically pertaining to this Agreement. It shall be advisory on all other issues not covered by this Agreement.

4. The cost for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the District and the Association.

## **G. RIGHTS OF MEMBERS TO REPRESENTATION**

### **1. MEMBER AND ASSOCIATION REPRESENTATION**

Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself, or, at his/her option, by a representative selected or approved by the Association. When a member of the unit is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

### **2. REPRISALS**

No reprisals of any kind shall be taken by the District or any member of the administration against any party in interest, any representative, any member of the Association or any other participant in the grievance procedure by reason of such participation.

## **H. MISCELLANEOUS**

### **1. GROUP GRIEVANCE**

If, in the judgment of the Association, a grievance affects a group or class of members of the unit, the Association may submit such grievance in writing to the State District Superintendent or Designee directly and the processing of such grievance shall be commenced at Level II. The Association may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

### **2. WRITTEN DECISIONS**

Decisions rendered at Level I which are unsatisfactory to the aggrieved person and all decisions rendered at Levels II and III of the grievance procedure shall be in writing and shall set forth the decision and the reasons therefore, and shall be transmitted promptly to all parties in interest and to the Association.

### **3. SEPARATE GRIEVANCE FILE**

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file in the Office of the Director of Labor Relations and shall not be kept in the personnel file of any of the participants.

### **4. FORMS**

Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the State District Superintendent or Designee and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

### **5. MEETINGS AND HEARINGS**

All meetings and hearings under this procedure shall not be conducted in public and shall include only said parties in interest and their designated or selected representative.

**ARTICLE IV  
MEMBERS' RIGHTS**

- A.** Pursuant to Chapter 123, Public Laws 1974, the District hereby agrees that every member of the Unit shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. Every member of the unit shall also have right to refrain therefrom.
- B.** Nothing contained herein shall be construed to deny or restrict to any Association member such rights as he/she may have under New Jersey School Laws or other applicable laws and regulations. The rights granted hereunder shall be deemed to be in addition to those provided elsewhere.
- C.** Whenever any member of the unit is required to appear before the District concerning any matter which could adversely effect the continuation in his/her office, position, employment, salary or increments, then he/she shall be given prior written notice of the reasons for such meetings or appearance and shall have the right to have representation of the Association and/or any attorney represent him/her during such meeting or appearance. Any suspension shall be in accordance with New Jersey Statutes. This paragraph shall not apply to conferences which are in connection with annual evaluations.
- D.** No member of the unit shall be prevented from wearing pins or other identification of membership in the Association or its affiliates so long as same are in professional taste.
- E.** Any criticism by a superior of a member of the unit shall be made in confidence and not in the presence of teachers, parents, students or at a public gathering.
- F.** The District and/or the State District Superintendent may only take formal action concerning a complaint against a member of the unit after the following:
1. The complaint must be in writing and a copy given to the member in question.
  2. The member shall have five (5) working days to respond to the complaint.
  3. This section shall not apply to a complaint which may result in the reduction of compensation or dismissal from the school system or to a complaint in which an immediate response is appropriate, as in the case of a parental complaint.
  4. No Principal shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause.

## **ARTICLE V**

### **ASSOCIATION RIGHTS**

#### **A. INFORMATION**

The District agrees to furnish to the Association, in response to reasonable requests from time to time, available information concerning the financial resources of the District, including but not limited to: annual financial reports and audits, roster of certified personnel, agendas and minutes of all Advisory Board meetings, census data, names of all administrators, together with information which may be necessary for the Association to process any grievance.

#### **B. RELEASE TIME FOR MEETINGS**

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

#### **C. USE OF SCHOOL BUILDINGS**

The Association shall have the right to use school facilities and equipment for meetings, after regularly scheduled work days, upon notice in advance to the Business Administrator and/or the State District Superintendent of Schools.

#### **D. EXCLUSIVE RIGHTS**

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

#### **E. ASSOCIATION MEETINGS WITH THE STATE DISTRICT SUPERINTENDENT**

The Association officers or representatives shall have the right to meet with the State District Superintendent of Schools to discuss matters of mutual concern regarding the Paterson School District within fifteen (15) working days of his/her receipt of a proposed agenda.

## **ARTICLE VI WORK YEAR**

1. Commencing the 1993/94 school year, Principals will work 194 days from September 1, to June 30. Six (6) of the twelve (12) days will be scheduled by the Principal and the remaining six (6) will be scheduled by the State District Superintendent. The dates selected by the Superintendent will not be during religious holidays such as: Christmas or Easter, and not during school vacations. These days do not include the summer work schedule of twenty (20) days for a grand total of 214.
2. The summer work schedule will include twenty (20) regular work days. It is expected that these work days will generally be served during the first ten (10) days of July and the last ten (10) days of August. However, it is also the intent of the school district to allow flexibility in the selection of these days and variations may be made with the approval of the State District Superintendent and his/her representative.
3. Any adjustments made necessary by the implementation of the school calendar will be mutually discussed and may be approved.

**ARTICLE VII  
WORK DAY**

- A. It is agreed that the minimum work day will be 7:30 a.m. to 3:30 p.m. The Association also recognizes that on certain occasions time beyond these hours may be necessary to carry out the duties and responsibilities of the Principal, such as: school emergencies, Superintendent /Designee and parent meetings, as well as school evening events.**
  
- B. In situations wherein Principals are required to leave their building for either school related activities or lunch, either a Vice Principal or a previously designated certified staff member approved by the State District Superintendent will be advised of the departure and will assume the responsibility as the person in charge of the building. The appropriate Assistant Superintendent for School Operations will be notified of all such transfers of building responsibility.**

**ARTICLE VIII  
SICK LEAVE**

**A. ALLOWANCE**

Members of the unit shall be entitled, beginning with the first official day of the school year, to ten (10) sick leave days per year. Unused sick leave days shall be accumulated with no maximum limit.

**B. ALLOWANCE -OTHER SCHOOL DISTRICTS**

Whenever the Board employs a member of the unit who has an unused accumulated number of sick days from another school district in New Jersey, the District may honor such additional sick leave time accumulated by the member up to forty (40) days in addition to the sick leave provided in Section A of this Article.

**C. SICK LEAVE ACCOUNTING**

Members of the unit shall be given a written accounting of accumulated unused sick leave days not later November 1 of each school year.

**D. NON-ACCUMULATIVE ADDITIONAL SICK LEAVE BENEFITS**

Non-accumulative additional sick leave benefits may be approved for members according to the following schedule:

1. After the completion of ten (10) years of service, and up and including their twentieth (20th) year of service be eligible to receive forty (40) days in addition to any and all accumulated days standing to their credit.

2. After twenty (20) years of service, and up to and including the thirtieth (30th) year of service shall be eligible to receive sixty (60) days in addition to any and all accumulated days standing to their credit.

3. After completion of the thirty (30) years of service and until such employee leaves the employ of the District by virtue of resignation or retirement, said employee may be eligible to an additional eighty (80) days in addition to any and all accumulated days standing to their credit.

4. In order to receive reimbursement in accordance with the terms of this Article, for days in addition to accumulative days, employee shall forward to the State District Superintendent, in writing, a request for such adjustment accompanied by a medical certificate setting forth there in the nature of the illness and the number of days that are requested to recover from said illness.



**ARTICLE IX  
LEAVES OF ABSENCE**

**A. PERSONAL LEAVE**

1. Members of the unit shall be entitled, beginning with the first day of school, to five (5) working days of personal leave. The unused days shall be accumulated from year to year as sick leave.
2. Personal leave may be taken only if before September 15 or after June 15, approved by the State District Superintendent or designee in advance of the proposed absence. Personal leaves may not be taken before or after a holiday.
3. Except for illness, absences for more than three (3) consecutive days are not authorized, unless prior approval is obtained from the office of the State District Superintendent.
4. Notice of absence shall be given as far in advance as is practical, since the parties recognize it may be necessary for the District to obtain a substitute.

**B. BEREAVEMENT LEAVES**

1. Members of the unit are entitled to four (4) calendar days leave for death of spouse, child or parent(s), siblings, grandparents, grandchildren, or spouse's parents or related members of the immediate household.
2. Bereavement days taken in accordance with this provision shall be consecutive calendar days, one of which shall be the day of the funeral.

**C. MATERNITY LEAVE**

1.
  - a) Requests from tenured administrators for leave of absence on account of child rearing, preparation for childbirth or adoption shall be acted upon individually by the Board on the recommendation of the State District Superintendent.
  - b) Extended leave for preparation for childbirth child rearing or adoption shall run from their commencement date until the end of that school year. Extended leaves for child rearing or adoption shall be extended upon application by April 1st of the initial leave year or thirty (30) days after the date of birth or adoption, whichever is later, for the subsequent full school year. No further extensions shall be granted.

- c) In special circumstances, the Board may grant a child rearing leave which terminates prior to the end of a school year. Its refusal to grant such a leave, however, shall not be subject to the grievance procedure.

2.

- a) Any pregnant administrator may apply to the Board of Education for a disability leave of absence and shall be granted the leave. The leave dates shall be supported by a physician's certificate which shall allow for disability twenty (20) work days before and after the anticipated date of birth upon a specific physician's certificate supporting same.
- b) Accumulated sick days may be utilized during the disability period.
- c) The approved disability leave shall be extended for unanticipated disability related to the childbirth upon provision of a physician's certificate.
- d) The Board of Education retains the right to confirm the conclusion of any physician's certificate provided under this article by having the administrator examined by its own physicians at the board's expense. If the two physicians disagree, they shall choose a third physician who shall examine the administrator and whose decision shall be final and binding upon the parties.
- e) A non-tenured administrator shall only be entitled to leave up to the expiration of her contract. A non-tenured administrator shall not be denied reemployment on the basis that she is pregnant or on leave.
- f) A pregnant administrator may be relieved from duty because her work performance has noticeably declined due to health reasons and she cannot obtain a physician's certificate that she is medically able to continue working, or for other reasons applicable to all administrators under Title 18A. No pregnant administrators may be relieved from her duties solely on the fact that she is pregnant or that her pregnancy has reached a specific number of months.

**D. SABBATICAL LEAVE**

**1. PURPOSE**

A sabbatical leave may be granted, to a member of the unit, by the District for study, travel or for other reasons deemed of value to the school district.

**2. CONDITIONS**

- a. No more than two (2) sabbatical leaves will be granted to qualified members of the unit in any school year.
- b. Requests for sabbatical leave must be received by the State District Superintendent on an official application form as follows:
  - 1. Application for leave during any fall semester, (September through January), or for any full school year, must be made on or before January 1st of the prior school year.
  - 2. Application for leave during any second semester, that is February through June, must be made on or before May 1 of the prior school year.
  - 3. The State District Superintendent shall grant or deny the application within 90 days of its receipt based upon the quality of the proposal and its potential educational benefit to the District.
  - 4. It is the intention of this section that all sabbatical leaves must begin at the commencement of a school semester and terminate at the end of a school semester.
- a. Applicants for sabbatical leave shall have completed seven (7) years or more of exemplary service in the Paterson School District.

**3. SABBATICAL LEAVE: INCEPTION**

- a. Employees on sabbatical leave shall receive full pay for one-half year of leave or one-half pay for one full year of leave in the same manner as though they were on active duty.
- b. Study - A sabbatical leave of absence for the purpose of study shall require the applicant to attend for a period of not less than ten weeks each semester a college or university recognized by the New Jersey State Department of Education. If such study is undergraduate study, each applicant must pursue not less than ten credits during the semester or if for graduate study, then said applicant must pursue not less than six (6) credits

each semester. All course work must be in the applicant's field of work and applicants shall be required to file a transcript of said record following each semester. The transcript shall be filed with the State Superintendent of Schools. All courses must be taken during the regular semester exclusive of summer school.

- c. Travel - No sabbatical leave for travel shall be granted unless such application is accompanied by an itinerary setting forth in detail the travel program contemplated. Such travel itinerary must be approved by the State District Superintendent of Schools.
- d. Preference - Applicants for sabbatical leave of absence shall be given preference according to their relative years of service subsequent to their last sabbatical leave and availability of replacement as determined by the State Superintendent of Schools.
- e. Employees on sabbatical leave shall be considered to be in regular full time attendance in the position held at the beginning of each such leave for the purpose of determining length of service.
- f. Employees absent because of an authorized sabbatical leave shall receive such salary increments as are granted during that period.
- g. Employees shall agree in writing to return to their employment for a period of not less than two (2) years following the expiration of such leave.

#### **4. RETURN FROM LEAVES**

- a) All benefits to which a member of the unit was entitled at the time the leave of absence commenced, shall be restored to the member upon his/her return to duty. The member shall be assigned to the same position that was held at the time the leave commenced, if available, and if not to another position consistent with the title of principal with due regard for tenure and seniority.
- b) Within fourteen (14) days of return to active service to the School District from sabbatical leave, the member shall submit a report to the State District Superintendent of Schools specifying the educational significance of the sabbatical.

#### **5. INTERRUPTION OF LEAVE**

Interruption of sabbatical leave for study or travel caused by serious illness or accident during such leave shall not prejudice the District as it applies to the fulfillment of the conditions regarding study or travel on which the leave was granted nor affect the amount of compensation paid the member under the terms of such sabbatical leave, provided:

- a) The State District Superintendent has been promptly notified, in writing, of such accident or illness within five (5) calendar days of such accident or illness. Such notice shall be accompanied by a physician's note.

## **6. VIOLATION OF SABBATICAL LEAVE**

The District offers the leaves stated above with the expectation that those to whom leaves are granted will fulfill the obligation which they assume in accepting the leaves of absence under these rules. If the terms and conditions of the sabbatical leave are not fulfilled as agreed, the employee will refund the District, as well as be subject to termination for just cause.

## **E. MILITARY LEAVE**

Principals called into temporary active duty of any unit of the US. Reserves or the State National Guard shall be paid their regular pay less any pay which is received from the State or Federal Government.

## **F. OTHER LEAVES**

1. Time necessary for appearances in any arbitration, criminal, quasi-criminal, workman's compensation proceeding or other legal proceeding pertaining to Paterson School District business or school affairs in which a member is personally involved or is required by law to attend will be granted with full pay. This provision shall not apply in any matter in which the member has an adversarial position to the District.
2. Other leaves of absence may be granted by the District for good reason at any time during the school year.

## **G. UNPAID LEAVES OF ABSENCE**

1. A leave of absence without pay of up to one year may be granted for the purpose of caring for a sick member of the member's family. Such leaves shall be requested in writing and are granted at the discretion of the District.
2. The unpaid leave process will be in accordance with the state and federal family leave acts, leaves of absences satisfying the statutory purposes of those leaves shall be granted upon appropriate request of the principal.
3. Other leaves of absence without pay may be granted by the District for good reason.
4. All extensions or renewals of leaves shall be applied for and granted in writing.

**ARTICLE X  
INSURANCE BENEFITS**

**A. HOSPITAL - MEDICAL COVERAGE**

**1. PROVISIONS OF COVERAGE**

Provisions of the health-care insurance program shall be detailed in master policies and contracts agreed upon by the District and the Association and shall include:

**2. BENEFITS SHALL INCLUDE COVERAGE FOR (as determined by the NJ State Health Benefits Plan):**

- a) Hospital room and board and miscellaneous costs
- b) Out-patient benefits
- c) Laboratory fees, diagnostic expenses, and therapy treatments
- d) Maternity costs
- e) Surgical costs
- f) Major-medical coverage
- g) Emergency room services

**3. ADDITIONAL LANGUAGE**

The District may change plans only if all of the following procedures are followed:

- a. Any proposed new carrier or plan must offer benefits equal to or better than those provided by the New Jersey State Public and School Employees' Health Benefits Plan.
- b. The District shall provide the Association with the proposed master policy, which the Association may review and analyze for a period of at least sixty (60) days.
- c. Any disputes over the award of benefits which arise between an employee and the New Jersey State Health Benefits Plan, the district agrees to support the employee with appropriate documentation and information to assist with the claim and/or appeal process.

## **B. DENTAL COVERAGE**

1. The district shall provide full family coverage. The following coverage is based upon the usual customary and reasonable fee concept:

2. Co-payment:

- Preventive and diagnostic - 80/100
- Remaining basic services - 60/100
- Crowns, inlays and gold restorations - 50/50
- Prosthodontic benefits - 50/50

3. Deductible:

- \$25.00 per patient per contract year
- \$75.00 family maximum aggregate

Effective July 1, 1992 the District will institute the Delta Dental Incentive/Premier Unique Plan and permit enrollment in Delta Incentive/Preferred Unique and Delta Care (Plan E) programs as alternatives.

4. Maximum - \$1,000.00 per patient in any calendar year.

5. Orthodontics (applicable to eligible dependent children only)

- co-payment 50/50
- benefits subject to a \$1,000

per case maximum separate from the maximum in Section 4.

6. Exclusions

- a. Exclusions - dependent children are not covered for prosthodontic benefits or for crowns, inlays and gold restorations.
- b. Continuations - the comprehensive plan currently in effect shall continue for the duration of this agreement.

**C. PRESCRIPTION COVERAGE**

1. The District shall provide a full family coverage prescription plan with a \$2.00/\$3.00 co-pay starting July 1 of the 1994/95 school year and a \$3.00 generic/\$5.00 name brand co-pay starting July 1 of the 1995/96 school year and pay the premiums therefore.
2. In addition, the maintenance drug program in effect on September 1, 1991 shall continue for the duration of this agreement.

**D. OPTICAL COVERAGE**

The District agrees to provide, at no cost to the employee, optical coverage as detailed in Vision Service Plan A - \$20 deductible coverage, and pay the costs thereof.

**E. SELECTION OF CARRIERS**

The District reserves the right to change all insurance plan carriers as long as the benefits are equal to or better than the previous carrier.



## **ARTICLE XI**

### **CONFERENCES - CONVENTIONS**

#### **A. CONFERENCES EXCEEDING ONE DAY**

All requests to attend conferences or seminars shall be submitted for approval in writing to the State District Superintendent or designee. Permission to attend such conferences or seminars, if granted, shall be without loss of salary and shall include travel, lodging, registration and reimbursement of per diem expenses not to exceed fifty (\$50.00) dollars per day.

#### **B. CONFERENCES - ONE DAY**

1. Requests to attend a conference or a seminar that does not require more than one day's attendance, shall be submitted for advanced approval to the State District Superintendent.
2. The District will pay all reasonable expenses incurred, including transportation costs, necessary meals and registration fees.

#### **C. NEW JERSEY STATE PRINCIPALS AND SUPERVISORS ASSOCIATION (NJPSA) CONVENTION**

Members of the Association shall be authorized to attend the NJPSA Convention. Names of attendees shall be submitted for approval by the State District Superintendent. Up to four (4) members shall be reimbursed for reasonable expenses for travel, lodging, food and registration upon receipt of documentation within thirty (30) days of attendance.

## **ARTICLE XII POSTINGS**

### **A. POSTINGS**

All openings for positions in the District, including promotional positions, accredited evening high school, summer school, home teaching, federal projects, other programs including non-teaching positions for which employees represented by the Association may be qualified and eligible, shall be publicized by the State District Superintendent during the school year in accordance with the following:

### **B. POSTING PROCEDURE**

1. All qualified employees shall be given adequate opportunity to make application for said positions, and no position shall be filled until properly submitted applications have been considered.
2. The district agrees to give due weight to the background, experience and attainments of all applicants and other relevant factors.
3. Notification for applications shall be posted and circularized in the schools by the State District Superintendent's Office and various building administrators for at least ten (10) days whenever possible prior to the final due date.
4. The district agrees to forward to the Association office at the time of the posting, copies of all position postings.
5. Said notification shall be made known as such vacancies which are to be filled become known or available.
6. In the case of existing positions, said posting shall occur as soon as the vacancy is known.
7. Posting announcements will include the qualifications of specific positions, position title, and the date upon which application for such position is due.
8. Posting for vacancies earlier than stated above is encouraged.
9. Summer school and accredited evening high school openings shall be posted not later than the preceding April 1 and June 1 respectively, and employees shall be notified of action taken not later than May 1 and September 1 respectively.

## **ARTICLE XIII**

### **RE-ASSIGNMENTS AND TRANSFERS**

#### **A. REASSIGNMENTS BY THE DISTRICT**

Any change in school or assignment of members of the unit shall be given as soon as possible to the personnel involved and to the Association. The member(s) and the Association shall be notified in writing of any contemplated transfers prior to August 1st, if known by the District. If a transferred or re-assigned member desires a conference to discuss the contemplated transfer or re-assignment, such conference shall take place with the State District Superintendent of Schools or designee within five (5) days after such written request is submitted to the Superintendent. Adjustments in the five day advanced notification would have to be made if the State District Superintendent or his/her designee is not scheduled to be in the District at the time the meeting is desired. It is the understanding however, that five (5) days is the generally agreed upon meeting limit.

#### **B. REASSIGNMENTS/TRANSFERS REQUESTED BY MEMBERS OF THE UNIT**

1. Members of the unit desiring a re-assignment or transfer shall file a written statement of such desire with the State District Superintendent no later than April 1st.
2. The State District Superintendent shall make available to the Association the names of transfers or re-assignments, as soon as possible.

#### **C. SALARY ADJUSTMENTS**

1. Only those Principals whose employment as Principal commenced after July 1, 1992 shall be subject to a salary adjustment if transferred to a Principal position with a lower salary.
2. This provision (C1) does not apply to Principals employed prior to July 1, 1992.

## ARTICLE XIV

### PERFORMANCE EVALUATION

#### A. MONITORING/OBSERVATION

1. All monitoring or observations of work performance shall be conducted openly and with full knowledge of the individual.
2. The criteria for evaluation shall be shared with the Principal prior to the evaluation process beginning.

#### B. PERSONNEL RECORDS

A member of the unit shall have the right, upon request, to review the contents of his/her personnel file, to receive copies of all documents contained therein, and to have a representative of the Association accompany him/her during such review.

1. All monitoring or observation of the work performance of the Principal shall be conducted openly and with full knowledge of the principal. A Principal shall be given a copy of the Evaluation Report, in writing, on the day before an evaluation conference with the principal's supervisor.
2. No material regarding a Principal's performance shall be placed in his professional files unless the principal has been permitted to review such material and has had an opportunity to affix his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The Principal shall also have the right to submit a written answer to such material and his answer shall be reviewed by the Superintendent or representative and attached to the file copy.
3. No complaint or derogatory material regarding a Principal shall be placed in his professional files unless the Principal has had an opportunity to affix his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The Principal shall also have the right to submit a written answer to such material and his answer shall be reviewed by the Superintendent and attached to the file copy.
4. All copies of written annual performance reports shall be issued in the name of the Principal's immediate supervisor. Each Principal shall receive a copy of any such report which shall remain confidential to the extent permitted by law. Prior to filing the annual performance report in the Principal's personnel file, the Principal's immediate supervisor shall hold a conference with the Principal to review the report unless the principal's unavailability prevents such a conference from occurring. The Principal shall have an opportunity to affix his signature to the copy of the report to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof.

5. So that reports can be systematically presented, prudently planned and with advance knowledge by all Principals, the following schedule will be followed for all Principals covered by this contract: At least one evaluation each school year, by the Superintendent of Schools prior to March 31st of the contract year. The Principals, or their representative, shall be consulted in the establishment of the format and criteria used in the evaluation instrument of Principals.
6. A Principal shall have the right, upon request, to review the contents of his personnel file and receive copies of any document contained therein.
7. Neither the Board nor the Superintendent shall establish any separate personal file which is not available for a Principal's review.

## **ARTICLE XV**

### **PROFESSIONAL DEVELOPMENT**

#### **A. PROFESSIONAL IMPROVEMENT**

1. The Association and its members recognize the importance of continued education and professional development. Accordingly, the Association agrees to work jointly with appropriate representatives of the district administration to create minimum standards for professional improvement activities for all principals.
2. Accordingly, a committee will be formed no later than October 15, 1995. The committee is not to exceed four (4) principals and four (4) district representatives and is to issue a formal report and recommendations to the State District Superintendent on required professional development for principals. The committee's report shall be due December 31, 1995, and its recommendations, if approved, shall take effect on March 1, 1996, or sooner if possible.

#### **B. TUITION REIMBURSEMENT**

1. A member of the unit under contract to the Paterson School District who earns additional semester credits in courses related to education which are approved by the State Superintendent will be reimbursed for tuition up to the approved State College rate for no more than three courses per contract year which may be prorated based upon the percentage of time that the member spends in the Paterson School System in any on fiscal year as established in the guidelines below. The last day of the semester shall determine in which fiscal year the tuition would qualify for reimbursement.
2. In order to be eligible for tuition reimbursement for such approved courses, the course must be in the field of education of the member's certification or a course to obtain additional certification, unless it is part of an educational degree program, or unless this provision is waived by the State Superintendent. Additionally, the course must be taken at an accredited college or university.
3. The intent of this provision is to reimburse tuition costs for graduate courses in the areas noted above except that undergraduate courses taken within the area of a member's certification to obtain additional certification or in the area of an educational degree program may be taken, and the graduate course requirement shall be waived, by authorization and approval of the State District Superintendent of Schools.
4. A grade of "B" must be achieved in each course in order for the course to be reimbursable.
5. In the case of a degree program, the individual college's requirements for passing shall govern and if the teacher receives credit from the college, the costs of tuition, subject to the above limitation shall be reimbursable.

6. For courses taken, reimbursement shall be within sixty (60) days of receipt of transcript and summer courses will be reimbursed within sixty (60) days provided the member returns to the District.
7. Procedural guidelines for the submission of reimbursement claims shall be established by the State District Superintendent of Schools in conjunction with the Association.
8. The parties agree that the amount of money expended by the District for tuition reimbursement shall be deducted from the total District allotment of \$250,000 for all bargaining units. The Association will be allotted approximately 10% of the total amount.
9. The parties also agree that should the State College tuition rate be increased or decreased the amount of money to be expended by the District shall be increased or decreased by that same percentage.

**B. MEETING(S) CALLED BY THE STATE DISTRICT SUPERINTENDENT OF SCHOOLS OR DESIGNEE**

1. In non-emergency situations, the State District Superintendent or Designee shall have the right to meet with all members of the unit after the end of the regular work day, with three (3) working days advance notice.
2. Except in cases of an emergency, the meeting agenda and approximate ending time of said meeting will be included in the notification.
3. Emergency meetings can be called by the State District Superintendent or Designee, at any time, with no advance notification, agenda or approximate ending time.

## **ARTICLE XVI**

### **MISCELLANEOUS PROVISIONS**

#### **A. ASSAULT**

1. The District shall give full support, including legal assistance to defend or prosecute an assault and battery or similar matter, for any assault upon a member of the unit while acting in the discharge of his/her duties, provided the member has not violated any state or federal law. However, the District will not pay any legal expenses prohibited by New Jersey Statute, nor will the District have any obligation to assist a Principal with any private lawsuit or remedy.
2. Whenever a Principal is absent from school as a result of personal injury, caused by an assault arising out of and in the course of his employment, compensable under the New Jersey Workmen's Compensation laws, he shall be paid his full salary for the period of such absences for up to one (1) calendar year without having such absences charged to the annual sick leave of the accumulated sick leave in accordance with N.J.S.A. 18A:30-2.1.
3. The District shall reimburse principals for the actual cash value (depreciated) of clothing or personal effects destroyed as a result of an assault suffered by a principal while acting within the scope of employment. All principals agree to cooperate fully with any applicable insurers (including their own) to offset the costs contemplated herein.

#### **B. JOB DESCRIPTIONS**

Each member of the unit shall have a job description.



## **ARTICLE XVII**

### **SITE-BASED MANAGEMENT/SHARED DECISION MAKING (SBM/SDM)**

- 1. As the building Principal, it is agreed that members will endorse Site-Based Management/Shared Decision Making (SBM/SDM) and work cooperatively in the development and implementation of Site-Based Management/Shared Decision Making.**
- 2. Policy, procedures and fiscal concerns will be deliberated by the Site-Based Management/Shared Decision Making Central Steering Committee and the Association will have representation on said committee.**
- 3. The Principals will receive a well conceived, and effective training program prior to implementation of the SBM/SDM program.**
- 4. Incentives and guarantees should be in place that encourage site-based experimentation, and take risks (work differently) to meet the goal of improving the instructional program.**
- 5. The Association will be involved in the preparation and identification of the SBM evaluation instrument.**
- 6. Association members may attend state and national conferences on SBM, and be involved in the selection of SBM consultants and workshop presenters.**
- 7. A process for resolving conflicts arising from school council site deliberations will be developed. Respect and inclusion shall be paramount in each collaborative effort.**
- 8. Principals shall be apprised of the SBM/SDM parameters and conditions for responsibility and authority prior to implementation of the program.**

## **ARTICLE XVIII**

### **PRODUCTIVITY COMPENSATION**

1. Association members will receive additional compensation for the attainment of district/school developed goal(s).
2. These goal areas will be recommended by the State District Superintendent and cooperatively developed by each school/site faculty.
3. Beginning with the 1995-96 school year, Principals employed at sites which attain the designated goal(s) referenced above will receive a payment of one-quarter of one percent of their individual base salary (as stated on the salary guide but not including longevity payments).

## **ARTICLE XIX**

### **DISTRICT RIGHTS**

The management of the school district and the direction of the professional staff including the right to plan, organize and control school operations, the right to hire, promote, suspend or discharge for just cause, or to reduce staff for legitimate reasons, or the right to introduce new and improved methods or facilities, or to change existing education methods or facilities, and to manage the schools in the traditional manner is vested exclusively in the Paterson School District except to the extent that these rights are limited by this Agreement, applicable case law, and the laws of the State of New Jersey.

## **ARTICLE XX**

### **DURATION OF AGREEMENT**

This Agreement shall be effective as of July 1, 1994, except as otherwise provided, and shall remain in full force and effect until June 30, 1998.

It is also agreed that negotiations for the successor agreement will begin no later than February 1, 1998 and the scattergrams for this bargaining unit shall be mutually developed by both parties based upon the 1997/1998 salary guides. Scattergrams will be completed and shared with the Association prior to January 1, 1998.

## **ARTICLE XXI**

### **SERVICE OF PROCESS**

Whenever any process or notice is required to be given to either of the parties to the Agreement, the same shall be given at the following addresses:

**Paterson Public School District**  
**33-35 Church Street**  
**Paterson, New Jersey 07505**

**Paterson Principals Association**  
**New Jersey Principals and Supervisors Association**  
**1479 Pennington Road**  
**Trenton, NJ 08618-2694**

## ARTICLE XXII

### RETIREMENT ALLOWANCE

- A. Effective May 1, 1993, employees who retire under the Teacher's Pension and Annuity Fund (TPAF) shall receive a lump sum payment according to the following formula and procedure:
  - 1. One day of salary for every two days of accumulated sick leave to maximum of eighty (80) days.
  - 2. Computation of a day's pay is to be made by dividing the employee's annual base salary at the time of retirement by 240.
  - 3. No payment shall be made under this section unless the retiring employee has at least twenty (20) days of unused sick leave at the date of retirement.
- B. Payment shall be made within thirty (30) days following the employee's effective date of retirement.
- C. In the event of death, prior to date of retirement, the employee's estate shall receive said payment.

## **ARTICLE XXIII**

### **REPRESENTATION FEE**

1. If a bargaining unit member does not become a member of the Association, effective July 1st, of each new year, or during the course of the year, if he/she is a new employee, said unit member shall be required to pay a representation fee to the Association for that membership year. The purpose of the fee is to offset the cost of services rendered by the Association.
2. Prior to July 1, of each year, the Association shall notify the District in writing of the amount of the regular membership dues charged by the Association. The representation fee paid by non-members shall be equal to 85% of that amount.
3. If the representation fee is increased by law, it will automatically be increased at the beginning of the next Association membership year.
4. Prior to July 1, the Treasurer of the Association shall submit to the Business Administrator a list of employees who have not become members. The District will commence deducting the representation fee in the October paycheck and transmit it to the Association.
5. If an employee terminates his/her employment or is terminated by the District, it is agreed the total remaining portion of the representation fee shall be deducted from the employee's final pay check.
6. As near as possible, the process of collecting and distributing the representation fee shall follow the normal dues deduction process.
7. On the last working day of each month the District will submit to the Association treasurer a list of all employees who began their employment in the unit during the previous thirty (30) days. The list will include names, date of employment, social security number, assignment, home address and telephone number.

**ARTICLE XXIV  
TAX SHELTER ANNUITY PROGRAMS**

**A.**

1. A Tax Shelter Annuity Program shall continue to be made available to employees. Carriers for said programs shall be subject to approval by both the District and the Tax Shelter Joint Committee. This committee shall be composed of representatives from each of the bargaining units and the district's Business Administrator. The addition of any new companies not currently being used by members of the Association shall be by mutual agreement of the District and the Joint Committee.
2. Should additional carriers of tax shelter annuity programs request consideration to participate in the school district, they shall be referred to a Joint Committee established for the purpose of reviewing said programs. The District and the Associations shall have equal representation on this Joint Committee.
3. Guidelines for such review shall be established by the Joint Committee. Carriers that fail to meet the requirements established in these guidelines shall not be approved.
4. District rejection of proposed additional carriers and joint committee recommendation of additional carriers, shall not be subject to the grievance procedure.



**ARTICLE XXV  
SALARIES**

**A. SALARY GUIDES**

1. The salary guides for the 1994-1995, 1995-1996, 1996-1997 and 1997-98 school years for the employees represented by the Paterson Principals Association are attached and are part of this contractual agreement.
2. For the purpose of implementing this agreement, it is understood the no requests for retroactive payment will be made by Association members, other than newly negotiated base salary, longevity's or advanced degrees (i.e. conference reimbursements, tuition or medical expenses, etc. ) for the applicable years of this agreement.

**B. SALARY GUIDE CATEGORIES**

Principal salary guides shall be classified by the following school categories:

Group I:	up to 450 elementary students
Group II:	451-900 elementary students
Group III:	901 elementary students and up
Group IV:	up to 1100 high school students
Group V:	over 1100 high school students

**C. SALARY AFTER PROMOTION**

1. When a 10 month employee is promoted to a Principal's position, said employee shall be placed on step one (1) of the respective salary guide or at the discretion of the administration.
2. The employee will be placed on the step of the salary guide that will show an increase over the salary to which the promoted employee would have been entitled in his/her previous position.

ARTICLE XXV

COMPLETENESS OF AGREEMENT

The Agreement represents and incorporates complete and final understanding by the parties on all bargaining issues which were or could have been the subject of negotiations.

In WITNESS WHEREOF, the parties have hereunto set their hands and seal this

PATERSON PRINCIPALS ASSOCIATION

Signed Joseph D. Fulmore August 23, 1995  
President Date

Signed William C. Vetter August 23, 1995  
NJPSA Representative Date

PATERSON SCHOOL DISTRICT

Signed Lawrence Wilson 9/29/95  
State District Superintendent Date

Signed D. Nancy A. Johnson August 23, 1995  
Director of Labor Relations Date

**APPENDIX A**  
**PATERSON PRINCIPALS ASSOCIATION**  
**SALARY GUIDES**

**PRINCIPAL'S SALARY GUIDE  
SCHEDULE B  
GROUP I SCHOOLS:  
17,1,EWK,RC,11,NSW,7,14,16,19,29 AND DALE AVE  
(UP TO 450 ELEMENTARY STUDENTS)**

Step	94-95	94-95	95-96	95-96	96-97	96-97	97-98	97-98
	MA	MA + 30	MA	MA + 30	MA	MA + 30	MA	MA + 30
1	61348	62235	62348	63235	63348	64235	64348	65235
2	62923	63808	63923	64808	64923	65808	65923	66808
3	64584	65467	65584	66467	66584	67467	67584	68467
4	66352	67233	67352	68233	68352	69233	69352	70233
5	68284	69163	69284	70163	70284	71163	71284	72163
6	70214	71094	71214	72094	72214	73094	73214	74094
7	72144	72691	73144	73691	74144	74691	75144	75691
8	74074	74955	75074	75955	76074	76955	77074	77955
9	76006	76885	77006	77885	78006	78885	79006	79885
10	82419	83300	81213	82093	82213	83093	83213	84093
11	84775	85656	85419	86300	86419	87300	87419	88300
12			87705	88586	88705	89586	89705	90586
13					91637	92516	92637	93516
14							95569	96446

**District Longevity**

After Completion of	Total of
10 yrs	\$900
15 yrs	500 \$1,400
16 yrs	400 1800
20 yrs	400 2200
25 yrs	400 2600

**Administrative Longevity**

After Completion of	Total of
8 yrs	\$900
9 yrs	900 \$1,800
10yrs	900 2700
15 yrs	600 3300
20 yrs	600 3900
25 yrs	600 4500

**Plus an additional \$600. for earned Ph.D. or ED.D.**

**PRINCIPALS SALARY GUIDE  
SCHEDULE C  
GROUP II SCHOOLS:  
MLK,4,3,28,2,25,13,8,18,12,27,26,21,20,24,12  
(451-900 Elementary Students)**

STEP	94-95	94-95	95-96	95-96	96-97	96-97	97-98	97-98
	MA	MA + 30	MA	MA + 30	MA	MA + 30	MA	MA + 30
1	62497	63372	63497	64372	64497	65372	65497	66372
2	64070	64946	65070	65946	66070	66946	67070	67946
3	65728	66606	66728	67606	67728	68606	68728	69606
4	67494	68372	68494	69372	69494	70372	70494	71372
5	69424	70304	70424	71304	71424	72304	72424	73304
6	71355	72233	72355	73233	73355	74233	74355	75233
7	73284	74165	74284	75165	75284	76165	76284	77165
8	75217	76115	76217	77115	77217	78115	78217	79115
9	77147	78027	78147	79027	79147	80027	80147	81027
10	83560	84441	82354	83234	83354	84234	84354	85234
11	85916	86797	86560	87441	87560	88441	88560	89441
12			88846	89727	89846	90727	90846	91727
13					92776	93657	93776	94657
14							96706	97587

**District Longevity**

After Completion of	Total of
10 yrs	\$900
15 yrs	500    \$1,400
16 yrs	400    1800
20 yrs	400    2200
25 yrs	400    2600

**Administrative Longevity**

After Completion of	Total of
8 yrs	\$900
9 yrs	900    \$1,800
10yrs	900    2700
15 yrs	600    3300
20 yrs	600    3900
25 yrs	600    4500

**Plus an additional \$600. for earned Ph.D. or ED.D.**

**PRINCIPAL'S SALARY GUIDE  
SCHEDULE D  
GROUP III and IV SCHOOLS:  
5,9,6,10,15,Adult School and Rosa Parks HS  
(Over 901 Elementary Students or 1100 High School Students and up)**

Step	94-95	94-95	95-96	95-96	96-97	96-97	97-98	97-98
	MA	MA + 30	MA	MA + 30	MA	MA +30	MA	MA + 30
1	64694	65574	65694	66574	66694	67574	67694	68574
2	66266	67145	67266	68145	68266	69145	69266	70145
3	67923	68802	68923	69802	69923	70802	70923	71802
4	69688	70565	70688	71565	71688	72565	72688	73565
5	71617	72493	72617	73493	73617	74493	74617	75493
6	73549	74425	74549	75425	75549	76425	76549	77425
7	75479	76357	76479	77357	77479	78357	78479	79357
8	77411	78288	78411	79288	79411	80288	80411	81288
9	79341	80218	80341	81218	81341	82218	82341	83218
10	85754	86631	84548	85425	85548	86425	86548	87425
11	88110	88987	88754	89631	89754	90631	90754	91631
12			91040	91917	92040	92917	93040	93917
13					94970	95847	95970	96847
14							98900	99777

**District Longevity**

After Completion of	Total of
10 yrs	\$900
15 yrs	500    \$1,400
16 yrs	400    1800
20 yrs	400    2200
25 yrs	400    2600

**Administrative Longevity**

After Completion of	Total of
8 yrs	\$900
9 yrs	900    \$1,800
10yrs	900    2700
15 yrs	600    3300
20 yrs	600    3900
25 yrs	600    4500

**Plus an additional \$600. for earned Ph.D. or ED.D.**

**PRINCIPAL'S SALARY GUIDE  
SCHEDULE E  
GROUP V:  
EASTSIDE AND JFK HIGH SCHOOL  
(OVER 1100 HIGH SCHOOL STUDENTS)**

Step	94-95	94-95	95-96	95-96	96-97	96-97	97-98	97-98
	MA	MA + 30	MA	MA + 30	MA	MA + 30	MA	MA + 30
1	66964	67856	67964	68856	68964	69856	69964	70856
2	68539	69428	69539	70428	70539	71428	71539	72428
3	70200	71086	71200	72086	72200	73086	73200	74086
4	71968	72850	72968	73850	73968	74850	74968	75850
5	73900	74779	74900	75779	75900	76779	76900	77779
6	75830	76709	76830	77709	77830	78709	78830	79709
7	77762	78640	78762	79640	79762	80640	80762	81640
8	79690	80571	80690	81571	81690	82571	82690	83571
9	81623	82500	82623	83500	83623	84500	84623	85500
10	88036	88910	86830	87705	87830	88705	88830	89705
11	90392	91266	91036	91910	92036	92910	93036	93910
12			93322	94196	94322	95196	96322	96196
13					97252	98126	98252	99126
14							101182	102056

**District Longevity**

After Completion of	Total of
10 yrs	\$900
15 yrs	500 \$1,400
16 yrs	400 1800
20 yrs	400 2200
25 yrs	400 2600

**Administrative Longevity**

After Completion of	Total of
8 yrs	\$900
9 yrs	900 \$1,800
10yrs	900 2700
15 yrs	600 3300
20 yrs	600 3900
25 yrs	600 4500

**Plus an additional \$600. for earned Ph.D. or ED.D.**

