

Agreement Between the

**PLEASANTVILLE
ADMINISTRATORS
ASSOCIATION**

and the

**BOARD OF EDUCATION
OF THE
CITY OF PLEASANTVILLE**

JULY 1, 2003 to JUNE 30, 2006

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PREAMBLE

This agreement is between the Board of Education of the City of Pleasantville and the Pleasantville Administrators Association in accordance with Chapter 123, Public Laws of 1974, of the State of New Jersey.

**ARTICLE 1
RECOGNITION**

A. Unit

The Board recognized the Association as the sole and exclusive majority representative for collective negotiation concerning grievances and terms and conditions of employment in accordance with Chapter 123 for the following certificated staff members:

- High School Principal
- Middle School Principal
- Elementary School Principals
- Directors
- Supervisors
- Assistant High School Principals
- Assistant Middle School Principals
- Assistant Elementary Principals

but excluding all others not listed above and:

- Superintendent of Schools
- Assistant Superintendent of Schools
- Board Secretary/Business Administrator
- Administrative Assistant to the Superintendent
- Coordinator of Computer Services
- Personnel Administrator

B. Definition of Administrator

Unless otherwise indicated, the term "administrators," when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined and references to male administrators shall include female administrators.

**ARTICLE II
NEGOTIATION OF SUCCESSOR AGREEMENT**

A. Deadline Date

The parties agree to enter into collective negotiations over a successor

Agreement in accordance with Chapter 123, Public Laws of 1974, of the State of New Jersey, in a good faith effort to reach agreement on all matters concerning the terms and conditions of administrators' employment. Such negotiations shall begin no later than the date as specified by the New Jersey Public Employment Relations Commission unless mutually agreed by the parties. Any agreement so negotiated shall apply to all the administrators of the bargaining unit, be reduced to writing, be signed by the Board of Education and the Association, and be adopted by the Board.

B. Modification

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 an administrator or the Association based upon the interpretation, application or violation of this Agreement, Board of Education policies or administrative decisions affecting employees' terms and conditions of employment.

2. *Time Limit*

A grievance to be considered under this procedure must be initiated in writing within twenty (20) school days from the event of the time when the grievant knew or could have known of the occurrence.

3. *Aggrieved Person*

An "Aggrieved Person/Association" is the person or persons or the Association making the claim. Such person must be present at each level of the grievance procedure.

4. *Party of Interest*

A "Party of Interest" is a person or persons or Association making the claim or any authorized representative of the Board of Education or the Association necessary for resolution of the grievance.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, resolution of differences concerning the terms and conditions of employment of the employees covered by this Agreement. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at each level of the procedure.

C. Procedure

1. (a) *Failure to Communicate*

Failure at any step of the procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to advance to the next step within the specified time limits shall be deemed to be waiver of further appeal of the decision.

(b) *Continuation of Assignments*

It is understood that any employee grievant shall, during the pendency of any grievance, continue to observe all legal and required assignments and rules and regulations of the Board of Education until such grievance and any effect thereon shall have been duly determined.

(c) *Year-End Grievance*

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 the party in interest, the time limits set forth herein shall be reduced so that this grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as it practicable.

2. *Level 1 - Immediate Supervisor*

An Administrator with a grievance shall first discuss it with his/her immediate supervisor with the objective of resolving the matter informally. To clearly identify the alleged grievance and to expedite settlement, the aggrieved person shall prepare a written grievance statement identifying the circumstances involved and the desired reparation; and this statement shall be addressed to the immediate

supervisor who shall give his/her decision within seven (7) school days. The aggrieved person may elect to have an Association representative accompany him at this level if he/she so desires. Such representative may voice the Association's viewpoint if he/she so desires.

3. *Level II - Superintendent/Designee*

The aggrieved person, no later than five (5) school days after receipt of the decision of the immediate supervisor, may appeal to the Superintendent of Schools or his designee. The appeal must be made in writing specifying:

- (a) the nature of the grievance
- (b) the results of previous discussion; and
- (c) his dissatisfaction with the decisions previously rendered.

The Superintendent or his designee shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) school days from the receipt of the appeal. The decision shall be communicated in writing to the aggrieved person.

4. *Level III - Superintendent*

If the Level II appeal does not go to the Superintendent, or if the aggrieved person is not satisfied with the decision at Level II, the aggrieved person, no later than five (5) school days after receipt of the decision at Level II, may appeal to the Superintendent of Schools. The appeal must be made in writing specifying:

- (a) the nature of the grievance
- (b) the results of previous discussion; and
- (c) the dissatisfaction with the decisions previously rendered.

The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) school days from the receipt of the appeal. The decision shall be communicated in writing to the aggrieved person.

5. *Level IV - Board of Education*

If the grievance is not resolved to the grievant's satisfaction, no later than ten (10) school days after receipt of the Superintendent's decision the grievant may request a review by the Board of Education. The request shall be submitted in writing through the Superintendent of Schools, who shall attach all related papers and forward the request to the Board of Education. The Board, or a committee thereof, shall review the grievance and at the option of the Board hold a hearing

with the aggrieved person and render a decision in writing and forward copies thereof to the grievant within twenty (20) calendar days of the date of the hearing. A representative of the Association may be present and speak to the issue if he/she so desires.

6. *Level V - Arbitration*

If the decision of the Board does not resolve the grievance to the satisfaction of the grievant and if the grievance pertains to a specific and express provision of this Agreement, a notice of intention to proceed to binding arbitration shall be given to the Board through the Superintendent within fourteen (14) calendar days after the receipt of the decision which is being appealed.

The grievance not resolved by timely resort to the foregoing procedure shall be subject to arbitration initiated and conducted under the rules of NJ Public Employee Relations Commission.

The arbitrator shall limit himself to the issues submitted to him which fall within the scope of the contract. He can add nothing to, nor subtract anything from, the Agreement between parties or any policy of the Board of Education. The opinion and award shall be binding upon the parties to this Agreement. Only the Board, the aggrieved, and appropriate officials of the Association shall be given copies of the arbitrator's opinion and award. It is further understood that past practice determinations shall not be subject to an arbitrator's decisions.

7. *Costs*

The fees and expenses of the arbitrator are the only costs which will be shared by the two parties to the arbitration, i.e., the Board and the Association and such costs will be shared equally. Any other costs shall be borne by the party incurring them.

Time lost during work hours by any grievant and/or his employee representative due to mutually scheduled arbitration proceedings shall not be charged to personal time nor shall there be any loss of pay.

8. *Rights to Representation*

- a. Any aggrieved person may be represented at all stages of the grievance procedure by himself, or, at his option, accompanied by a representative selected or approved by the Association.

- b. Neither party to this Agreement shall take any reprisal(s) against any party in interest for his participation in this grievance procedure.
 - c. A representative of the Association may be present and speak to the issue if he/she so desires.
9. *Meetings and Hearings*
All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representative.
10. *Group Grievance*
If in the judgment of the Association a grievance affects a group or class of employees, the Association may submit such grievances in writing to the Superintendent of Schools directly and the proceeding of such grievance shall commence at Level Three (3). The affected administrators(s) shall be specifically identified by the Association.
11. *Separate Grievance File*
All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personal file of any of the participants.

ARTICLE IV RIGHTS OF THE PARTIES

A. Rights and Protection in Representation

Pursuant to Chapter 123, both parties to this Agreement recognize that each administrator has the right to freely organize, join and support the Association and its affiliates for the purpose of engaging in professional negotiations or to refrain from such activity. Neither party will directly or indirectly discourage or deprive or coerce any administrator in the enjoyment of any rights conferred by Chapter 123 or any other laws of the State of New Jersey or the Constitutions of the State of New Jersey and the United States of America. Both parties further agree that they shall not discriminate against any administrator with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association and its affiliates, his participation in any activities of the Association and its affiliates, collective negotiations with the Board of Education or his institution

of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. Statutory Savings Clause

Nothing contained herein shall be constructed to deny or restrict to any administrator such rights as he may have under the State of New Jersey School Laws or other applicable laws and regulations. The rights granted to administrators hereunder shall be deemed to be in addition to those provided elsewhere in the law.

C. Just Cause Provision

No administrator shall be disciplined, reduced in rank or compensation or deprived of any commonly applied professional advantage without just cause. Any such action shall be subject to the grievance procedure herein set forth.

D. Recognition of Managerial Authority

Both parties as components of managerial authority in the school district reaffirm that the sovereign authority of the people is inherently resident with the legally constituted Board of Education of the City of Pleasantville, who in the name of the people, reserves all managerial rights and prerogatives not specifically relinquished. Both parties further affirm that they shall not sanction, approve or abide participation by any employee or group of employees in a concerted slowdown or work stoppage. As co-functional managerial partners interested in the thorough and efficient operation of the school system and mindful of their responsibilities both to the Board and the Association, herein reaffirm these fundamental principals.

E. Association Privileges

The Association shall be granted the privileges of reasonable use of the building to hold its meetings and use of the school equipment and interschool mail facilities for Association business. The Association shall pay for the reasonable costs of all materials and supplies incident to the use of equipment.

**ARTICLE V
OTHER BENEFITS**

Effective July 1, 2004

A. Health Care Coverage

The Board shall provide the health care protection designed below.

The health insurance carrier(s) shall be determined by the Board of Education for the basic hospitalization and medical-surgical coverage and for the major medical coverage. Such coverage shall be Preferred Provider Plan (PPO) coverage with a \$10.00 co-pay for routine office visits. The Board shall pay 96% of the premium per category and the administrator shall pay 4%.

Employees who are eligible to retire pursuant to state law will receive individual medical health benefits from the State Health Benefits Plan at no cost to the retiree. All employees who retire shall be allowed to remain as part of the District's group plans and shall be responsible for payment at the group rates until eligible for Medicare. Upon eligibility for Medicare, retirees will not be allowed to participate in the District's group plans.

B. Description to Administrators

If petitioned, the Board shall request the carrier(s) to provide to each administrator a description of the health care insurance coverage provided under this Article which shall include a clear description of conditions and limits of coverage.

C. Prescription Plan

The Board shall provide a ten dollar (\$10.00) brand name and five dollar (\$5.00) generic brand co-pay Family Prescription Plan. For mail order 90-day supply of prescription drugs, there shall be co-pays of \$10.00 for generic and \$20.00 for brand name.

D. Dental Plan

Dental coverage shall be the same plan (or equal) as in 1985-86 with an orthodontic rider, but the Board of Education shall pay up to seven hundred dollars (\$700.00) with the eligible employee administrator paying in any additional cost.

E. Optical Plan

The Board shall provide for the employee (only) up to \$150.00 for each fiscal year (July 1 through June 30 of this agreement) optical service upon presentation of receipts from licensed physicians and optometrists. Such receipts should be paid by the Board of Education as soon as possible after presentation to the Board Secretary.

F. Health Insurance Waiver

Subject to the conditions of the Section 125 (IRS Code) addendum to this agreement, an employee may waive medical insurance and/or prescription plan coverage and receive a cash option or flexible spending plan.

G. Mileage Reimbursement

Mileage for necessary travel on school business shall be reimbursed at the prevailing I.R.S. rate.

H. Reimbursement for Unused Sick Leave

Reimbursement for unused sick leave may be granted to administrators who have served as certified employees of the district for a minimum of ten (10) consecutive years at the time of retirement. Such administrators will be paid at a rate of twenty percent (20%) of the retiree's daily rate of pay at the date of retirement for each unused sick day if eligible. The daily rate of pay is defined as $1/200^{\text{th}}$ of a ten (10) month employee's annual salary and $1/240^{\text{th}}$ of a twelve (12) month employee's annual salary. An administrator must have accumulated at least one hundred (100) days of unused sick leave to be eligible. The maximum allowable sick leave payment is not to exceed \$15,600.00. Notice of retirement must be given to the Superintendent, in writing, at least twelve (12) months in advance. If notice is not given in a timely fashion, then the compensation shall be deferred until one (1) year later. If the employee should die after retirement and prior to receiving payment, then such funds shall be paid to the employee's estate.

I. Professional Organization(s) Fees

Administrators shall be reimbursed a maximum of \$700.00 for membership in approved professional organization(s). Such reimbursement is subject to prior approval by the Superintendent of Schools concerning the appropriateness of any organization(s) or reimbursement. Such approval shall not be unreasonably withheld.

J. Combination of Benefits

Two (2) Administrators/teaching staff members married to each other shall have the right to combine insurance premiums for participation in one (1) category.

K. Administrative Vacancies

1. Notice

A notice of vacancy in an administrative position shall be posted and a copy shall be sent to the Association ten (10) days before the final date when applications must be submitted. The qualifications and duties shall be given or mailed upon receipt of a written request for an application to the position. The rate of compensation shall be based upon an existing schedule or will be negotiable with the Board.

2. Implementation

Any unit member expressing an interest and holding proper certification will be considered for such vacancies.

L. Transfer

Any employee who might be transferred shall be given thirty (30) calendar days' notice, except in cases of emergency.

**ARTICLE VI
MISCELLANEOUS**

A. Minutes

Official minutes of Board of Education meetings shall be sent to the Association President when they are sent to the Board members.

B. Dues Deduction

The Board of Education will provide for dues deductions in accordance with the requirements of State of New Jersey Law. The Association shall hold the Board harmless for any costs associated with making those deductions.

C. Notification of Contract and Salary

Administrators shall be notified of contractual status and salary (if determined) for the following school year by preceding May 15, or as required by law or regulation.

D. Zipper Clause

In accordance with law, this Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable or permissively negotiable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

E. Required Meetings or Hearings

Whenever any administrator is required to appear before the Superintendent concerning a disciplinary matter, then he shall be entitled to have a representative of the Association present to advise him and represent him during such meeting. It is understood that the administrator shall provide the Superintendent with reasonable notice of an Association representative's attendance at such meeting.

F. Criticism of Either Party

Both parties to this Agreement reaffirm that criticism of the other party, or its members should not be made in the presence of students, teachers, parents, or other public gatherings including public Board meetings.

G. Non-Discriminatory Policy

Both parties to this Agreement confirm that all persons are entitled to equal employment opportunities and there shall be no discrimination because of race, creed, color, national origin, age or sex.

H. Salary

The administrator salary ranges shall be shown in Appendix A attached.

I. Acting Position

If the Board of Education appoints an administrator to an "acting position" in a higher job title and if such service exceeds 15 consecutive work days, then the administrator shall receive \$75.00 per day. The administrator in the acting position must be filling in a vacancy or an extended leave and must be performing the duties of the two positions.

J. Liaison Meetings with the Superintendent

The President of the Association and/or his representative(s) shall meet with the Superintendent at the request of either party within seven (7) calendar days of said request, but these meetings shall not exceed two (2) per month unless by mutual consent. These meetings shall be of a reasonable length to discuss the areas of concern.

**ARTICLE VII
WORK YEAR**

A. Ten (10) Month Administrators

If the Board should create ten (10) month positions that are included in this unit, their work week shall be Monday through Friday, for a maximum of 195 days for the work year between September 1st and June 30th. If the

Academic Calendar does not provide for 195 days between September 1st and June 30th, then additional days may be added immediately after June 30th to allow a maximum of 195 days.

The Board shall advise ten (10) month administrators by June 1st of each year if additional summer work is required. Such work shall not be required between July 16th and the start of the subsequent work year.

If a ten month administrator is required to attend additional work days in the summer, he/she shall be compensated 1/200 of his/her new base salary.

B. Twelve (12) Month Administrators

The work year for twelve (12) month administrators shall be July 1 to June 30. Such administrators shall work a minimum of 215 days. Nothing herein precludes the establishment of new ten (10) month positions as provided by law.

**ARTICLE VIII
DAYS AND HOURS OF WORK**

A. Work Day

The minimum work day for administrators covered by this Agreement shall be eight (8) hours, inclusive of a lunch period appropriate to each building. Administrators are expected to attend a reasonable number of extracurricular functions. Attendance at Board meetings shall be limited to two (2) per month and shall not exceed four (4) hours per meeting. Time required beyond that as previously stated shall be compensated at the employee's hourly per diem rate. Time must be documented and approved by the Superintendent.

B. Inclement Weather

On days when all other employees are off due to inclement weather, administrators are required to be in attendance at work by 10:00 a.m. unless the Superintendent determines they should not report to work. If an administrator is unable to be in school by 10:00 a.m. a full day shall be charged to personal leave, vacation, or loss of pay if no leave is accrued.

C. Holidays

All holidays granted to teachers on the adopted school calendar (including, where appropriate, Independence Day and Labor Day) shall be granted to all administrators.

**ARTICLE IX
TEMPORARY LEAVE**

A. Sick Leave

New employees to the School District who are members of the Association are eligible to transfer up to twenty (20) unused sick days from previous employment in another public school district. The number of unused sick days must be certified by the person in charge of personnel from the new employee's former school district and the Board must grant the applicable number of sick days. They are entitled to use twenty-five percent (25%) of the sick days in their first full calendar year of employment. In their second (25%) full calendar year of employment, they are entitled to use another twenty-five percent (25%) of the sick days. In their third calendar year of employment, they are entitled to use another twenty-five percent (25%) of the sick days. The remaining twenty-five percent (25%) of the sick days will be usable at the end of their fourth calendar year of employment. All sick days granted pursuant to this provision are cumulative as set forth in this agreement.

Each twelve (12) month administrator shall be provided twelve (12) days sick leave per work year, in accordance with N.J.S.A. 18A-30.1, *et. seq.* For ten (10) and eleven (11) month administrators, sick leave allowance shall be (10) and eleven (11) days respectively, in accordance with the statutes.

B. Types of Leaves

1. Temporary Leave

Administrators shall be entitled to the following temporary non-accumulated leaves of absence with full pay each school year:

(1) *Personal Leave*

Two (2) days of leave of absence shall be granted for personal, legal, business, household or family matters which require absence during school hours. Application to the Superintendent or designee for

personal leave shall be made at least one (1) week before taking such leave (except in case of emergencies), and the applicant for such leave shall not be required to state the reason for taking such leave other than that he/she is under this Section.

(2) *Unused Days*

Unused personal leave will be converted to accumulated sick leave at the close of the school year.

(3) *Bereavement Days*

Leave without loss of pay not to exceed a total of five (5) days per year shall be granted by the Superintendent of Schools. Said leave applies to death of any of the following: husband, wife, child, sister, brother, father, mother, grandparent, mother-in-law, father-in-law, sister-in-law, brother-in-law, aunt, uncle.

C. Temporary Military Leave

1. Time necessary for persons called into temporary active duty or any unit of the United States Reserves or the New Jersey State National Guard shall be granted, in accordance with applicable state or federal statutes. Each administrator must attempt in writing to request this duty within ten (10) days of notification by the military with a copy of *the military order to be submitted* to the Superintendent of Schools.
2. Nothing herein precludes opportunity to request of the Superintendent (or his designee) use of personal leave day for a reason other than those specified above, however, approval or denial rests solely with the Superintendent and such decision on the request is not grievable.

D. Other Leave

Leaves taken pursuant to the above temporary leaves shall be in addition to any sick leave to which an administrator is entitled.

E. Return from Leave

An administrator who is granted an extended leave of absence by the Board of Education shall not receive increment credit for time spent on a leave granted pursuant to any section of this Article, except as mandated by an applicable law.

F. Vacation

Twelve (12) month administrators shall receive fifteen (15) paid vacation days per year beginning at the end of the first year of service. An additional five (5) paid vacation days will be earned at the end of five (5) accrued years of administrative service in the district provided any interruption in service does not exceed one (1) calendar year. Each twelve (12) month administrator who was employed during the 1983-1984 school year receives twenty (20) paid vacation days per year, utilized at the end of the year of service.

Vacation schedules shall be submitted to the Superintendent of Schools in advance for approval. Up to five (5) days of vacation may be carried over with express written approval of the Superintendent. If an Administrator is unable to take vacation because he must fulfill the requirements of his position, and with the Superintendent's approval, unused vacation days may be paid off at the Administrator's per diem rate, each year.

Building administrators should avoid using vacation days when school is in session (normally) and immediately before or after holidays and, in no instance, may this provision exceed five (5) days in any one (1) school year.

**ARTICLE X
PROFESSIONAL DEVELOPMENT AND EDUCATION IMPROVEMENT**

A. Reimbursement

The Board of Education shall reimburse members of the Association for all tuition costs up to nine (9) graduate/doctoral credits annually, not to exceed \$3,375. (current Rutgers University rate). Annually is defined as that period from July 1 to June 30. After completion of a reimbursed graduate or undergraduate course, an administrator must remain employed in the district for a minimum of one (1) calendar year, or he/she must repay the district prior to departing.

B. Prior Consultation

The Superintendent of Schools must be consulted with and grant approval for the registration for graduate courses or a doctoral program. Once the Superintendent's approval has been granted for a doctoral program, all

required courses shall be reimbursed in accordance with this agreement. The Superintendent must approve reimbursement for courses not required by the doctoral program.

C. Submission of Proof

Funds will be reimbursed upon submission to the Office of the Superintendent of Schools evidence of participation, official proof of a "B" grade or better of the graduate course and proof of costs for tuition.

D. Exception

Unless granted an exception by the Board of Education, reimbursement will not be give for:

1. Courses taken to satisfy certification requirement.
2. Conferences, workshops, seminars or institutes unless requested and approved in writing to attend by the Superintendent and approved by the Board of Education.

E. Reimbursement for Conferences

Attendance at conferences, workshops, and/or seminars requested in writing by a staff member to the Superintendent of Schools and previously approved by the Board of Education shall be reimbursed full cost of registration, travel, and other reasonable expenses in accordance with present reimbursement schedules after submitting proof of expenses in accordance with present reimbursement schedules after submitting proof of said expenses. Know costs shall be advanced by purchase order if a request is submitted in writing at least thirty (30) days in advance. If the administrator does not attend the conference, workshop, or seminar, he/she must reimburse any advanced costs to the district within ten (10) days after the scheduled event provided the absence was not due to unforeseen circumstances outside the administrator's control with supporting documentation approved by the Superintendent.

F. Approved Electives

Administrators who are matriculating in a Doctoral Degree program shall be reimbursed for elective courses outside their current teaching field or staff assignment. Approval shall not be unreasonably withheld.

**ARTICLE XI
SALARIES**

A. Salary Guides

Base salaries, longevity compensation and stipends for unit members should be per the attached salary guides.

B. Summer Rate for Ten Month Administrators

When required to work additional days by the Superintendent of Schools (or designee) compensation for any additional work days above 195 shall be at the rate of 1/200 of ten month Administrators' current base salary rate.

**ARTICLE XII
DURATION OF AGREEMENT**

A. Duration Period

This Agreement shall be effective for the period commencing July 1, 2003, and shall continue in effect until June 30, 2006, subject to the Association's right to negotiate over a successor agreement as provided in Article II. It is agreed between the parties, however, that the terms and conditions set forth herein shall continue to the extent of the provisions of P.E.R.C. and/or New Jersey courts of jurisdiction.

B. Status of Incorporation

In witness whereof the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries, all on the day and year first stated below:

FOR THE ASSOCIATION:

Jean Barksdale
Jean Barksdale, President

Maurice Lesser
Maurice Lesser, Secretary

4-02-04
Date

FOR THE BOARD OF EDUCATION

Theodore Bryant, President

Helene C. McBride
Helene McBride, Board Secretary

4-02-04
Date

**Pleasantville Public Schools - Administrators Association
Salary Guide 2005-2006**

YEARS	STEP	HS Prin	MS Prin	Elem Prin	12 Mo Sup	Asst Prin	10 Mo Sup
0	1	99,550	92,350	91,250	87,550	87,550	73,400
1	2	100,550	93,350	92,250	88,550	88,550	74,400
2	3	101,550	94,350	93,250	89,050	89,050	75,400
3	4	102,018	95,806	94,753	90,020	90,020	76,875
4	5	103,192	97,006	95,904	91,194	91,194	78,158
5	6	104,366	98,206	97,055	92,368	92,368	79,441
6	7	105,540	99,406	98,206	93,542	93,542	80,724
7	8	106,716	100,582	99,406	94,718	94,718	82,007
8	9	107,890	101,758	100,582	95,893	95,893	83,290
9	10	109,066	102,933	101,758	97,068	97,068	84,573
10	11	110,242	104,108	102,933	98,245	98,245	85,856
11	12	111,416	105,283	104,108	99,419	99,419	87,139
12	13	112,592	106,458	105,283	100,595	100,595	88,422
13	14	113,767	107,633	106,458	101,770	101,770	89,597

Raise:

\$4,500.00 across the board.

Educational Stipend:

Masters + 30 \$ 975.00
 Doctorate \$1,000.00

Longevity:

After 15 years in the district \$1,100.00
 After 20 years in the district an additional \$1,400.00
 After 25 years in the district an additional \$1,700.00

**Pleasantville Public Schools - Administrators Association
Salary Guide 2004-2005**

YEARS	STEP	HS Prin	MS Prin	Elem Prin	12 Mo Sup	Asst Prin	10 Mo Sup
0	1	95,550	89,350	88,250	83,550	83,550	70,400
1	2	96,550	90,350	89,250	84,550	84,550	71,400
2	3	97,518	91,306	90,253	85,520	85,520	72,375
3	4	98,692	92,506	91,404	86,694	86,694	73,658
4	5	99,866	93,706	92,555	87,868	87,868	74,941
5	6	101,040	94,906	93,706	89,042	89,042	76,224
6	7	102,216	96,082	94,906	90,218	90,218	77,507
7	8	103,390	97,258	96,082	91,393	91,393	78,790
8	9	104,566	98,433	97,258	92,568	92,568	80,073
9	10	105,742	99,608	98,433	93,745	93,745	81,356
10	11	106,916	100,783	99,608	94,919	94,919	82,639
11	12	108,092	101,958	100,783	96,095	96,095	83,922
12	13	109,267	103,133	101,958	97,270	97,270	85,097
13	14	110,442	104,308	103,133	98,445	98,445	86,272

Raise:

\$4,000.00 across the board.

Educational Stipend:

Masters + 30 \$ 975.00
 Doctorate \$1,000.00

Longevity:

After 15 years in the district \$1,100.00
 After 20 years in the district an additional \$1,400.00
 After 25 years in the district an additional \$1,700.00

**Pleasantville Public Schools - Administrators Association
Salary Guide 2003-2004**

YEARS	STEP	<i>ELPrin</i> <i>DIST</i> <i>A Prin</i>					
		HS Prin	MS Prin	Elem Prin	12-Mo Sup	Asst Prin	10 Mo Sup
0	1	92,550	86,350	85,250	80,550	80,550	67,400
1	2	93,518	87,306	86,253	81,520	81,520	68,375
2	3	94,692	88,506	87,404	82,694	82,694	69,658
3	4	95,866	89,706	88,555	83,868	83,868	70,941
4	5	97,040	90,906	89,706	85,042	85,042	72,224
5	6	98,216	92,082	90,906	86,218	86,218	73,507
6	7	99,390	93,258	92,082	87,393	87,393	74,790
7	8	100,566	94,433	93,258	88,568	88,568	76,073
8	9	101,742	95,608	94,433	89,745	89,745	77,356
9	10	102,916	96,783	95,608	90,919	90,919	78,639
10	11	104,092	97,958	96,783	92,095	92,095	79,922
11	12	105,267	99,133	97,958	93,270	93,270	81,097
12	13	106,442	100,308	99,133	94,445	94,445	82,272
13	14	107,617	101,483	100,308	95,620	95,620	83,447

Raise:

\$3,000.00 across the board.

Educational Stipend:

Masters + 30 \$ 975.00
 Doctorate \$1,000.00

Longevity:

After 15 years in the district \$ 975.00
 After 20 years in the district an additional \$1,000.00
 After 25 years in the district an additional \$1,000.00

