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THIS BOOK IS
PROPERTY OF

CONTRACTUAL AGREEMENT BETWEEN
THE BOARD OF EDUCATION OF WOODBRIDGE TOWNSHIP
AND
THE WOODBRIDGE TOWNSHIP SCHOOL ADMINISTRATORS ASSOCIATION

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Preamble:

This Agreement is entered into this 1st day of July, 1969, by and between the Woodbridge Township Board of Education, hereinafter referred to as the Board, and the Woodbridge Township School Administrators Association. The provisions of this Agreement shall become effective July, 1969 and shall remain in effect through June 30, 1970. Copies of this Agreement shall be distributed to each member of the Woodbridge Township School Administrators Association and members of the Board of Education. New personnel hired shall be provided with a copy of this Agreement.

The Woodbridge Township School Administrators Association includes the Directors, Principals, Vice Principals, Administrative Assistants, Department Heads, Subject Area Coordinators, Subject Area Supervisors, and the School-Industry Coordinator.

Article I - Recognition

Pursuant to Chapter 303, New Jersey Statutes, 1968, the Board recognizes the Association above mentioned as the exclusive and sole representative for collective negotiations concerning the items described as follows:

- A. The Board agrees not to negotiate with any other organization other than the Administrators Association for the duration of this Agreement.
- B. The negotiation procedures:
 1. The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 303, Public Laws, 1968, State of New Jersey, in an effort

to reach agreement on all matters contained herein.
Such negotiations shall begin not later than
November 1, 1969.

2. Neither party in any negotiation shall have any control over the selection of the representatives of the other party, and each party may select its voting representatives from within the school district and its consultants and advisors from within or outside the school district. While no final agreement shall be executed without a majority ratification by the Association and the Board, the parties mutually pledge that their representatives will be empowered to suggest proposals and compromises in the course of negotiations and recommend same to their respective organization for approval.

This Agreement shall not be modified in whole or in part by the parties except by an agreement written and executed by both parties.

If any part of this Agreement is held invalid by an agency of proper legal jurisdiction the remaining portions of this Agreement will remain in effect for the remainder of the term of this Agreement.

Article II - Administrative grievance procedure

A. Definitions

1. Employer

The Board of Education, Woodbridge Township, Woodbridge,
New Jersey.

2. Employee

Any person directly employed and compensated by the Board of Education and covered under this Agreement.

3. Association

The Woodbridge Township School Administrators Association.

4. Grievance

Shall mean any claimed violations, misinterpretations or inequitable applications of this existing Agreement, and all rights and responsibilities as stated and published by the Board of Education which relates to or involves the Employer's rightful expectations of professionalism and obligations of this contract as agreed by the Administrators Association and the Board of Education.

B. Procedure

The appropriate Director of Education shall informally and orally confer with an Administrator who violates any section of this Agreement in order to clarify or interpret any misunderstanding on the part of the Administrator of his contractual obligations and for the sole purpose of providing full knowledge of the expectations and necessary professionalism as agreed upon in this contract.

Any administrator who feels that his rights under the provisions of this Agreement have been violated shall informally and orally confer with the appropriate Director.

If this grievance cannot be solved in an informal fashion, as described in the above two paragraphs, then the grievance procedure outlined in the Board of Education's policies and procedures shall be followed.

Article III - Responsibilities and Rights

A. The Administrator shall be directly responsible to the appropriate Director and, through him, to the Superintendent of Schools, or his designee. He shall discharge his duties in accordance with the policies of the Board of Education and shall comply with the

rules and regulations of the Superintendent of Schools and his immediate Director. He shall keep the Director completely informed of the conditions of the schools and the activities therein.

- B. Administrators shall have the rights and privileges which have been established in the By-Laws and Policies of the Board of Education of the Township of Woodbridge and amended as of June 30, 1969. (Source-Registered copy #85)
- C. The administrators' views shall be expressed prior to the establishment of new policy or a change in existing policy covered by this Agreement.
- D. During negotiations in a discussion of significant matters pertaining to the operation of the schools, a representative of the administration from each organizational level of the school district shall be a participating member of the administrative team to sensitize the negotiators and review tentative agreements before they become finalized.
- E. Supervisors - Subject Area
Board of Education By-Laws and Policies, page 31.
- F. Coordinators - Subject Area
see attached.
- G. Department Heads
see attached as submitted July 9, 1969
- H. School-Industry Coordinator
Presently under Federal Program, Title III.

Article IV - Leaves

- A. Administrators shall have all the rights and privileges

afforded to the teachers as per their contract as it relates to leaves of absence.

The President of the Woodbridge Township School Administrators Association is excepted from leave for the purpose of serving the organization for one year.

- B. Sabbatical leave rules and regulations shall apply to all administrative personnel in the Woodbridge Township school system as stated for teachers.

Article V - Assignments and Transfers

A. Assignments

All administrative personnel shall be assigned by the Superintendent of Schools who shall make such assignments for the best interests of the total school district and only after consultation with the administrators involved.

B. Transfers

Requests for, or notice of, administrative transfers must be made at least six (6) months prior to the effective date and only after consultation with the individual or individuals.

It is recognized that there may be exceptions due to circumstances that arise as the school year progresses.

Article VI - Salary schedules and ratios

The salary schedules and ratios for the school year 1969-1970 shall be as follows:

		<u>Minimum</u>	<u>Maximum</u>
Department Heads (1 at each of three senior high)			
	(10 months)	1.1	1.1
Business	Mathematics		
English	Physical Education and Health		
Foreign Languages	Science		
Guidance	Social Studies		
Supervisors, Coordinators	(10 months)	1.1	1.25

		<u>Minimum</u>	<u>Maximum</u>
Junior High School Vice Principals			
Senior High School Administrative Assistants (12 months)		1.1	1.25
Elementary Principals (10 months)		1.2	1.4
Senior High School Vice Principals (12 months)		1.2	1.4
Junior High School Principals (12 months)		1.25	1.6
Senior High School Principals (12 months)		1.4	1.7
School-Industry Coordinator (12 months)			
Directors (12 months)		1.6	1.8

Article VII - Duration of Agreement

- A. This contract will remain in force and effect from time of acceptance (October 20, 1969) through June 30, 1970.
- B. In case of any direct conflict between the express provisions of this Agreement and any Board or Association policy, practice, procedures, custom or writing not incorporated in this Agreement, the provisions of this Agreement shall control.

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 above written.

WOODBRIIDGE TOWNSHIP SCHOOL ADMINISTRATORS ASSOCIATION

BY _____ (President)

BY _____ (Secretary)

BOARD OF EDUCATION, TOWNSHIP OF WOODBRIDGE, NEW JERSEY

BY _____ (President)

BY _____ (Secretary)