

AGREEMENT

between

THE EAST GREENWICH TOWNSHIP BOARD OF EDUCATION

and

THE EAST GREENWICH TOWNSHIP PRINCIPALS' AND
SUPERVISORS' ASSOCIATION

GLOUCESTER COUNTY, NEW JERSEY

July 1, 2014, through June 30, 2017

AGREEMENT BETWEEN THE EAST GREENWICH BOARD OF EDUCATION
AND THE EAST GREENWICH TOWNSHIP PRINCIPALS' AND SUPERVISORS'
ASSOCIATION

LETTER OF AGREEMENT

RECOGNITION

In accordance with N.J.S.A. 34:13A-1.1 seq., the East Greenwich Township Board of Education recognizes the East Greenwich Township Principals and Supervisors, hereinafter known as "the Association", as the exclusive and sole representative for the collective negotiations concerning the terms and conditions of employment for all Principals, Assistant Principals, Directors, and Supervisors employed by the East Greenwich Township Board of Education, hereinafter known as "the Board". All other Board employees are excluded.

This agreement is entered into this ____ day of _____ 20__ by and between the Board of Education of East Greenwich Township, New Jersey, hereinafter called the "Board", and the East Greenwich Principals and Supervisors Association, hereinafter called the "Association".

BOARD RIGHTS

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to limitations imposed by language of this Agreement, in accordance with applicable laws and regulations (a) to direct employees of the school district, (b) to hire, promote, transfer, assign, and retain employees in positions in the school district, and for just cause, to suspend, to demote, discharge, or take other disciplinary action against employees, (c) to relieve employees from duty because of lack of work or for other legitimate reasons, (d) to maintain the efficiency of the school district operations entrusted to them, (e) to determine the methods, means and personnel by which such operations are to be conducted and (f) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

LENGTH OF DAY

The School Board recognizes that members of the leadership team are professionals who realize that the demands of the position require arrival prior to the defined teacher work day and leaving after the defined teacher work day and attendance at functions outside the scope of the school day both voluntarily or assigned by the Superintendent.

EVALUATION

Performance will be evaluated a minimum of three (3) times during the year (for non-tenured members) and one (1) time during the year (for tenured members) in accordance with the provisions of all appropriate State laws and regulations.

PROFESSIONAL DEVELOPMENT

1. At the discretion of the Board and to encourage professional growth, the Board will reimburse, per school year 100% for tuition and fees for college courses and workshops that are related to the employees' assignment, up to a maximum of \$1,200.00 per employee.
2. Reimbursement will be authorized when proof of a passing grade of "B" is submitted to the Superintendent. Reimbursement for the Fall Semester will be made in March; reimbursement for the Spring Semester will be made in July. Reimbursement for summer courses is contingent upon the employee's return to work in September and payment will be made in October.
3. Courses must be pre-approved by the Superintendent
4. Benefits will not be cumulative from year to year. Benefits not exhausted in a contract year will be forfeited.
5. Should a mentor be required, the district will reimburse the state designated amount half at the end of the first year and half at the beginning of the second year.
6. If an employee leaves the District within 1 year after receiving tuition reimbursement, the employee is required to reimburse the District 75% of the tuition monies paid as reimbursement to the employee. If the employee leaves the District within 2 years after receiving tuition reimbursement, the employee is required to reimburse the District 25% of the tuition monies paid as reimbursement to the employee. If an employee leaves the District within 3 or more years after receiving tuition reimbursement, the employee is not required to reimburse the District any tuition monies previously received.

TEMPORARY LEAVE OF ABSENCE

A. BEREAVEMENT LEAVE

A maximum of three (3) consecutive paid days at the time of death for each occurrence of death of a spouse, domestic partner, child, mother, father, mother-in-law, father-in-law, brother, sister, of the employee, or someone who lives in the same household unit. If burial is delayed because of a weekend, a paid day may be extended to include the day of burial. Two (2) additional paid days may be granted, upon request and approval of the Superintendent, if the death is the spouse or child of the employee.

One (1) paid day for each occurrence of death of a grandparent, grandchild, grandparent-in-law, brother-in-law, or sister-in-law.

A maximum of two (2) paid days may be granted, upon the request and approval of the superintendent, for the purpose of travel if the home or place of burial of the deceased is more than 300 miles away.

A maximum of three (3) additional days may be granted upon request and approval of the Superintendent.

B. PERSONAL LEAVE

Each member of the unit shall be entitled to be absent with pay for three (3) days each year to attend to personal business, which may include legal matters that cannot be completed other than during working hours.

A member of the unit needing to use such personal day(s) must request the same, in writing, from the Superintendent at least two (2) calendar days in advance. The requirement for prior written request may be waived by the Superintendent in an emergency situation.

At the end of the contract year, up to two (2) unused personal days shall be converted to sick leave.

C. SICK LEAVE

Sick leave is defined as absence from duty because of personal illness or injury, or exclusion because of contagious disease or quarantine. Doctor appointments for routine checkups or pregnancy shall not be considered a personal illness.

1. The regular yearly allowance for illness, without loss of pay, shall be twelve (12) days for 12-month employees and ten (10) days for 10-month employees in accordance with N.J.S.A. 18A:30-1, et seq. Sick leave is accumulative, and records of absence shall be filed with the Secretary of the Board.
2. After all accumulated sick leave is exhausted, a member of the unit who has achieved tenure, or four years and one day an employee may request from the School Board additional paid sick leave pursuant to N.J.S.A. 18A:30-6.
3. The Superintendent has the right to require a doctor's certificate for any absence due to personal illness or injury for five (5) consecutive days or more in accordance with N.J.S.A. 18A:30-4.

5. PAY FOR UNUSED SICK DAYS

- a. Upon Retirement, after seven (7) or more years of service with the District, a member of the unit shall be eligible to receive \$65.00 for each accumulated and unused sick leave day, up to a maximum of 150 days not to exceed the maximum designated by laws of the State of New Jersey at the time of retirement not to exceed the max designated by laws of the State of New Jersey at the time of retirement
- b. The Members of the unit will give 60-days notice of retirement. Members will have flexibility in giving written notice of retirement to the Board and still be eligible to receive pay for unused sick leave. Payment for unused sick leave will be made within six months of the effective retirement date.

D. HOLIDAYS

Members of the unit will follow the established District approved calendar.

E. VACATION

The twelve-month (12) members of the unit shall receive twenty (20) vacation days per year. If the member of the unit is unable to use his/her vacation leave in a given year, any unused

vacation leave may be carried over into the next year consistent with N.J.S.A.: 18A:30-9. In determining vacation entitlement, Saturdays, Sundays, and legal holidays shall not be counted. In the event that the member of the unit retires or resigns or becomes deceased during the performance of this Letter of Agreement, vacation days shall be earned on a pro-rated basis. A contribution to a district approved Tax Sheltered Annuity (TSA) for up to a maximum of five (5) unused vacation days may, at the member's per diem rate, may be elected by the member prior to June 1 of the preceding year.

HEALTH BENEFITS PLAN

1. The carrier is the School Employees Health Benefits Program or in a benefits plan the Board deems to be nearly comparable. In order to be eligible for Board-paid coverage, the employee must work 25 hours per week according to SEHBP rules. In addition, each employee who enrolls in the health benefits plan may also enroll his/her eligible dependents, if any. The Board will pay the full premium costs for enrollment of each employee and his/her eligible dependents, less the cost of the employee premium share set forth in Ch.78, P.L.2011.
2. Employees who choose to enroll in a medical plan other than Plan "A" will be required, in addition to the premium contributions in Paragraph 1 above, to contribute the difference in premiums between the plan selected and Plan "A".
3. Members of the association who voluntarily waive medical benefits will receive reimbursement in the amount of twenty five percent (25%) of the premium cost up to a maximum of five-thousand dollars (\$5,000). This benefit will be paid to eligible members in the amount equaling one-half (50%) of the total reimbursement twice per year (December and June).
4. The Board will pay the full premium costs for enrollment of each employee and his/her eligible dependents to be enrolled in the Delta Dental Premier Plan.
5. If an employee participating in the Flexible Spending Account (FSA) separates from employment prior to making sufficient contributions to cover their paid claims in a year, the District may recover such overpaid claims by reducing the member's final pay(s). The FSA application form shall indicate this repayment requirement.

MEMBERSHIP FEES

The Board shall, at its expense, pay the annual fee to the local, county, state and National Association of Principals and Supervisors for all unit members.

MILEAGE

Traveling expenses incurred in the course of performing services for the district shall be reimbursed at the rate approved by the State of New Jersey.

MISCELLANEOUS

During the course of every school year, the Board will pay all unit members a maximum of \$200.00 towards the registration costs of a maximum of two (2) conventions. Payment for the registration costs will only be made if the employee demonstrates proof of registration for the conventions and attendance at the same conventions.

SALARIES

1. The following salaries serve as Benchmarks for the position indicated
2. Employees new to the position are assigned 90% of the designated salary their first year of employment, 95% in their second year and 100% in the third year and beyond. At the discretion of the School Board, a new employee may be placed at any of the three (3) percentages with the exception of ten (10) month employee which has no steps.

12-month Principal	2014-2015	\$107,000
	2015-2016	109,000
	2016-2017	111,000
Dir. Of Curriculum & Inst.	2014-2015	\$105,000
	2015-2016	109,000
	2016-2017	112,000
10-month Administrator	2014-2015	\$ 69,000
	2015-2016	71,000
	2016-2017	73,000
Supervisor Child Study Team	2014-2015	\$93,500
	2015-2016	96,200
	2016-2017	99,500
Director of P.P.S.	2014-2015	\$99,500
	2015-2016	102,750
	2016-2017	105,500

GRIEVANCE PROCEDURE

If a grievance arises out of the alleged non-compliance with the terms and conditions outlined in the Letter of Agreement, there grievance procedure shall consist of the following levels:

Level 1: Within ten (10) calendar days of the alleged non-compliance, the unit member shall report same to the Superintendent. Within five (5) school days after receiving the grievance, the Superintendent shall issue a written response to the unit member either granting the relief sought in the grievance or denying the grievance.

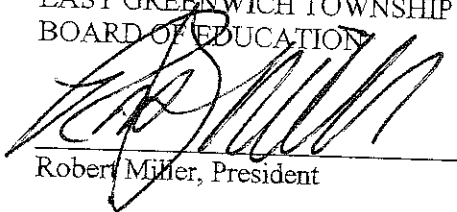
Level 2: If the grievance is denied by the Superintendent, the employee shall notify the Board of Education within five (5) calendar days and request a hearing at the next scheduled Board meeting. If a Board meeting occurs before the five (5) calendar days elapses, such hearing shall be held at the next regularly scheduled Board meeting. The decision of the school Board shall be rendered within thirty (30) calendar days after the hearing is completed. The decision of the School Board shall be the terminal step in the grievance procedure, and the decision of the Board is final and binding on the parties."

DURATION

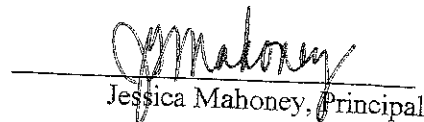
This agreement shall be effective as of July 1, 2014 and shall continue in effect until June 30, 2017.

WHEREFORE, the parties hereto have executed this agreement on this 2nd day of JUNE, 2015

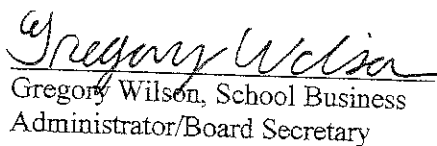
EAST GREENWICH TOWNSHIP
BOARD OF EDUCATION

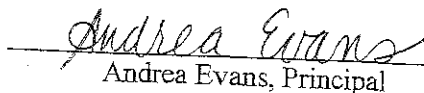

Robert Miller, President

EAST GREENWICH TOWNSHIP
PRINCIPAL'S ASSOCIATION


Jessica Mahoney, Principal

ATTEST:


Gregory Wilson, School Business
Administrator/Board Secretary


Andrea Evans, Principal