

CONTRACT

VINELAND BOARD OF EDUCATION

AND

VINELAND ADMINISTRATORS AND SUPERVISORS ASSOCIATION

July 1, 2013 - June 30, 2016

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PREAMBLE

THIS AGREEMENT effective as of the 1st day of July, 2013, is between the Board of Education of the City of Vineland, Cumberland County, New Jersey, hereinafter called the "Board", and the Vineland Administrators and Supervisors Association, hereinafter called "the Association".

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of the City of Vineland School District is their mutual aim, and

WHEREAS, the Board has an obligation pursuant to Chapter 123, P.L. 1974, to negotiate with the Association as the representative of certain employees of said Board as herein after defined, and

WHEREAS, the parties having reached certain understandings desire to confirm this Agreement as follows:

ARTICLE I

RECOGNITION

A. UNIT

The Board hereby recognizes the Vineland Administrators and Supervisors Association as the exclusive and sole representative for purposes of collective negotiations for all Certificated Principals, Certificated Assistant Principals and Certificated Supervisors. Excluded shall be all non-certificated supervisors and/or managerial staff.

B. DEFINITIONS

1. Unless otherwise indicated, the term "principal" when used hereinafter in this agreement shall refer to all professional employees represented by the Association in the negotiating unit as above defined. A principal is also a teaching staff member within the meaning of the definition found in Title 18A N.J.S.A. and he shall be entitled to all benefits and bound by the responsibilities set forth therein and those found in the Vineland Board of Education Policies and Procedure Manual.

2. The term "Board" when used shall refer to the Vineland Board of Education, City of Vineland, New Jersey.

3. The term "Association" shall mean the Vineland Administrators and Supervisors Association.

4. "Promotion" shall mean a move to any job title that carries with it an increase in salary. An appointment to a temporary "acting" title shall not constitute a promotion.

5. "Transfer" shall mean moving a principal within his/her job title.

6. "Vacancy" shall mean any unfilled position in any job title after transfers have been effected. All vacancies shall be advertised within VASA prior to their filing. A temporary absence of an individual, which may require an "acting" title be appointed, shall not constitute a vacancy.

ARTICLE II

PROMOTIONAL OPPORTUNITIES

The Superintendent shall post and concurrently inform the Association of any

promotional opportunity or vacancy, within the bargaining unit, which provides for a salary differential, additional compensation or a position which is primarily an administrative or supervisory position. No position for advancement shall be filled until all properly submitted applications have been considered.

ARTICLE III

NEGOTIATION OF SUCCESSOR AGREEMENT

The parties agree to enter into collective negotiations over a successor Agreement in accordance with existing laws to reach agreement on all matters concerning the terms and conditions of principals' employment. Such negotiations shall begin no later than ninety (90) days prior to the expiration date of this Agreement. Any Agreement so negotiated shall apply to all principals, be reduced to writing and signed by the Board and the Association.

ARTICLE IV

PRINCIPALS RIGHTS

A. In accordance with existing laws, the Board hereby agrees that every principal employed by the Board 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 activities for mutual aid and protection.

B. The rights granted to principals hereunder shall be deemed to be in addition to those provided by the State Board of Education Rules and Regulations and Board policies.

ARTICLE V

HEALTH BENEFITS AND INSURANCE

A. The Board of Education will assume, upon request of the individual employee, the cost of hospital; medical, major medical and other insurance and health care benefits as provided by the Board to employees represented in its agreement with the Vineland Education Association (VEA) for the period July 1, 2010 through June 30, 2013, including any changes in co-pays or deductible that may be implemented for VEA bargaining unit members.

B. The Board shall furnish the dental and/or optical reimbursement plan and/or insurance referred to in Section "A" to principals who retire during the duration of this contract after completing not less than twenty-five (25) years of full-time employment with the district. Such coverage shall be from the date of retirement until the retiree's 70th birthday or death. Retiree prescription coverage is included in the retiree's medical insurance plan.

C. Employees enrolled in the Board's health insurance coverage plan may elect to waive all coverage, provided proof of coverage through another source can be demonstrated. Employees who waive all coverage shall receive an end-of-year payment in the amount of twenty-five per cent (25%) of the amount of the premium paid by the employer for the insurance plan or \$5,000 whichever is less, in lieu of the insurance, based on the number of months that the insurance is waived during the year. An employee may revoke his or her waiver of coverage and request re-entry into the employer's plan, subject to a change in status, as provided under §125 of the Internal Revenue Code. This provision is contingent upon the existence of a plan established pursuant to §125 of the Internal Revenue Code. In the event health benefits are provided through the New Jersey State School Employees Health Benefits Plan (SEHBP), the waiver of coverage shall be covered by the rules of the SEHBP.

D.

All employees and retirees shall pay a cost contribution for Health Insurance Plan coverages in accordance with P.L. 2011, Chapter 78, Pension and Health Benefits Reform Law adopted June 28, 2011. Payment shall be made by the way of withholdings from each employee's payroll checks. The Board shall establish and adopt a Section 125 Plan so that said contribution would be "pre-tax."

ARTICLE VI

PROFESSIONAL DEVELOPMENT

A. The Board agrees to pay tuition costs of courses taken by a principal at an accredited college or university up to a maximum of six credits per year. A principal may not be reimbursed for courses taken during the first year of employment in Vineland. Principals taking courses in the second and third year of employment in Vineland will not receive remuneration until tenure has been secured. The remuneration will then be retroactive and will be paid to the principal in a lump sum within sixty (60) days after the principal has secured tenure. All courses must be approved by the Superintendent.

B. A principal who desires to attend conventions, seminars, workshops, etc. as they occur during the school year shall apply to the Superintendent of Schools for permission. The Superintendent will make the decision to send the number of principals deemed necessary to provide continuance of the professional improvement of administrative and supervisory personnel.

C. The Board agrees to pay per Principal a sum not to exceed \$1,000.00 per year for the first year of this agreement; \$1,000.00 for the second year of this agreement; and \$1,000.00 for the third year of this agreement, for members to advance their professional skills by maintaining active membership in any of the following professional organizations:

International Reading Association
 National Association of Secondary School Principals
 National Council, Geographic Education
 National Association of Federal Education Programs
 National Association of Federally Impacted Schools
 National Council for Teachers of Math
 National Association of Elementary School Principals
 National Association of Student Activity Advisors
 National Education Association
 National Council of Teachers of English
 National Association of Bilingual Educators
 NJ Association of Educational Technology
 NJ Science Supervisors/Science Teachers Association
 NJ Association for Supervision and Curriculum Development
 NJ Council for the Social Studies
 NJ Geographic Alliance
 NJ Association for Federal Program Administration
 NJ Association of Black Educators
 NJ Association for Teachers of Math
 NJ Science Teachers Association
 NJ Science Supervisor Association
 NJ Association of School Administrators
 NJ Teachers of English to Speakers of Other Languages-
 Bilingual Educators
 NJ Association for Lifelong Learning - Kappa Delta Pi
 NJ Alliance of Black School Educators
 NJ Education Association
 NJ Urban Special Education Administrators-Council for
 Exceptional Children
 Association for Supervision and Curriculum Development
 American Personnel and Guidance Association
 Phi Delta Kappa
 Reading Council of Southern New Jersey
 Reading Association of New Jersey
 National Council for Social Studies
 American Association of School Administrators
 Cumberland County Principals and Supervisors Association
 Teachers of English to Speakers of Other Languages
 American Association for Adult and Continuing Education

A total of \$800.00 can be paid to the following associations as part of the \$1,000.00 annual allocation:

NJ Principals and Supervisors Association
 Vineland Administrators and Supervisors Association

ARTICLE VII

GRIEVANCE PROCEDURE

A. DEFINITIONS

1. A grievance is an allegation by a principal, principals or the Association that there is a violation in the interpretation, application, or administration of the terms of this Agreement. A grievance may also be an allegation by a principal, principals or the Association concerning an administrative decision of the Assistant Superintendents. Such grievance may be appealed up to and including Level Three; the decision of the Superintendent shall be final with respect to grievances concerning administrative decisions.

2. An "aggrieved principal" is the individual making the claim.

3. A "party in interest" is the principal(s) 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. PURPOSES

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 principals. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. PROCEDURE

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

2. In the event a grievance is filed at such a 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 practicable.

3. (a) Any aggrieved principal may be represented at all stages of the grievance procedure beyond Level One by himself or herself, or, at his/her option, with a representative selected or approved by the Association.

(b) If a grievance affects a group or class of principals, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Three.

4. (a) Level One

A principal with a grievance shall first discuss it with his/her appropriate superior with the objective of resolving the matter informally at this level. Upon request of the principal, the Association's designated representative may be present as an observer.

(b) Level Two

If as a result of the discussion, the matter is not resolved to the satisfaction of the principal within five (5) days, he/she shall set forth his/her grievance in writing to the appropriate Assistant Superintendent specifying:

- (1) the nature of the grievance
- (2) the nature and extent of the injury, loss or inconvenience
- (3) the results of the previous discussions
- (4) his/her dissatisfaction with decisions previously rendered.

The Assistant Superintendent shall communicate his/her decision to the employee in writing within five (5) school days of receipt of the written grievance.

(c) Level Three

If the aggrieved principal is not satisfied with the disposition of his/her grievance at Level Two, or if no decision has been rendered within five (5) days after presentation of the grievance, he/she may file the grievance with the Superintendent of Schools within five (5) work days after the decision at Level Two or ten (10) work days after the grievance was presented, whichever is sooner.

The decision of the Superintendent with respect to appeal of grievances for administrative decisions shall be final and not subject to further appeal.

(d) Level Four

If the aggrieved principal is not satisfied with the disposition of his/her grievance at Level Three, or if no decision has been rendered within ten (10) work days after the grievance was delivered to the Superintendent, he/she may, within five (5) work days after a decision by the Superintendent, or fifteen (15) work days after the grievance was delivered to the Superintendent, whichever is sooner, submit his/her grievance to the Board of Education. The Board shall review the grievance and within a period of thirty (30) work days shall render a decision in writing to the aggrieved principal.

(e) Level Five

If the decision of the Board does not resolve the grievances to the satisfaction of the principal, the Association may request a review by a third party. Such request must be made in writing to the Board through the Superintendent's office within ten (10) work days of the Association's receipt of the Board's decision. The Board shall not be required

to give reason for its decisions, and the Board's decision in the following matters shall be final and not subject to appeal to a third party:

(1) Any matter subject to any rule or regulation of the State Commissioner of Education or covered by Title 18A, N.J.S.A.

(2) A complaint of a non-tenured principal which arises by reason of his not being re-employed.

5. (a) The following procedure will be used to secure the services of an arbitrator:

The parties will secure the services of an arbitrator, through the Public Employment Relations Commission, in accordance with the rules and regulations of the Public Employment Relations Commission, found at Title 19, Chapter 12, subchapter 5 of the New Jersey Administrative Code (N.J.A.C. 19:12-5, et seq.)

(b) The arbitrator shall limit himself/herself to the interpretation and application of the terms of this Agreement and to the issues submitted to him/her and shall consider no other(s). The arbitrator shall have no authority to add to, detract from, alter, amend or modify any provision of this Agreement or any policy of the Board of Education or impose on any party thereto a limitation or obligation not provided in this Agreement. The recommendations of the arbitrator shall be advisory on the parties. Only the Board and the aggrieved and his/her representatives shall be given copies of the arbitrator's report of findings and recommendations. This shall be accomplished within thirty (30) days of the completion of the arbitrator's hearing.

D. MISCELLANEOUS

1. Each party will bear the total cost incurred by itself.
2. The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and such costs shall be shared equally.
3. (a) Failure at any level of the procedure to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.

(b) It is understood that principals shall, during and notwithstanding the pendency of any grievance, continue to function in their duties until such grievance or any effect thereof shall be fully determined.

E. MINOR DISCIPLINE

Fines and suspensions imposed as minor discipline shall not constitute a reduction in compensation pursuant to the provisions of N.J.S.A. 18A:6-10. In these cases, where an agreement is made between VASA and VBE, and with the consent of the impacted principal, for a principal to accept a fine or suspension imposed as minor discipline, tenure charges shall not be filed in order to impose minor discipline on a person serving under tenure. For the purposes of this provision, minor discipline is defined as a suspension of less than five (5) days.

ARTICLE VIII

LEAVES OF ABSENCE

A. SICK LEAVE

All principals shall be entitled to a minimum of thirteen (13) sick leave days in any school year except that principals on twelve months shall be granted fifteen (15) sick leave days. Any unused sick leave days shall be accumulative and available for sick leave, if needed, in subsequent years.

Sick leave may be utilized by principals when they are unable to perform their work by reason of personal disability due to illness or injury, or because he/she has been excluded from school by the school district's medical authorities on account of a contagious disease or of being quarantined for such disease in his/her immediate household. Sick leave may also be used for short periods, not exceeding five (5) days, because of death in the principal's immediate family or for the attendance of the employee upon a member of the immediate family who is seriously ill.

If a building principal is absent for reasons that entitle him/her to sick leave, he/she shall notify the Superintendent or his/her designee as soon as reasonably possible after the onset of the illness. If any other member of the bargaining unit is absent for reasons that entitled him/her to sick leave, he/she shall notify his/her immediate Supervisor or his/her designee as soon as reasonably possible after the onset of the illness.

B. PERSONAL LEAVE

A principal who requires a temporary, extended or military leave of absence may be granted such leave in accordance with Board policies which are found in the Vineland Board of Education Administrative Policies and Procedures Manual.

Each principal shall be entitled to five (5) personal leave days each year. Personal days shall be used for personal matters. The use of personal days shall be preceded by three (3) days written notice to the Superintendent or his/her designed and a copy shall be submitted to the Director of Human Resources for approval. Advance three (3) days written notice may be waived by the Superintendent or Human Resources upon

receipt of documented verification of the emergent circumstances. Personal days may not be used the last work day before or the first week day after a holiday and/or scheduled closing day. Principals may not use personal leave days on those days scheduled for in-service, training, workshops or other professional development.

Personal Leave Days not used during a year will be converted and added to Sick Leave.

C. VACATION

All 12 month employees represented by the Vineland Administrators and Supervisors Association shall be entitled to twenty (20) vacation days per year.

Every effort shall be made by employees to schedule and take at least one-half (1/2) of this vacation leave during the summer months when school is not in session.

Vacation leave days shall be used by the employee subject to the following conditions:

For vacation requests of more than two (2) consecutive school days, a Vacation leave day shall be granted upon seven (7) calendar days prior written request of the employee submitted to the Superintendent or his/her designee. Said request shall be granted or denied within five (5) business days after the submission of the request at the discretion of the Superintendent so long as the employee's absence can be granted without interference with the proper conduct of the Board's business. In the event of an emergency or other extenuating circumstance, the seven (7) calendar day written request notice requirement may be waived by the Superintendent or his/her designee.

For vacation requests of two (2) or less consecutive school days, a Vacation leave day shall be granted upon one (1) school day prior written request of the employee submitted to the Superintendent or his/her designee. Said request shall be granted or denied as soon as possible after the submission of the request at the discretion of the Superintendent so long as the employee's absence can be granted without interference with the proper conduct of the Board's business. In the event of an emergency or other extenuating circumstance, the one (1) calendar day written request notice requirement may be waived by the Superintendent or his/her designee.

Vacation not taking in a given year because of business demands shall accumulate and be granted during the next succeeding year only.

Upon the death of a principal, all unused vacation days will be payable to his/her estate at the per diem rate as set forth in this agreement.

ARTICLE IX

DUES DEDUCTION

In accordance with state statute, the Board agrees to deduct the dues for the Principals' State and/or National Professional Association and/or the United Professions (V.E.A., C.C.E.A., N.J.E.A., and N.E.A.)

The Association shall indemnify, defend and save the Board harmless against any and all claims, demands, suit or other form of liability that shall arise out of or by reason of any dues deductions or other actions taken by the Board in reliance upon salary deduction authorization cards as furnished by the Association to the Board, or in reliance upon any notification on the letterhead of the Association, advising of such dues deductions to be made by the Board.

ARTICLE X

RETIREMENT ALLOWANCE

A. At retirement, principals who have completed fifteen (15) years of service to the Vineland Public Schools shall be entitled to retirement allowance based upon the number of unused sick days accumulated while in the employ of the Board, multiplied by the dollar amount listed below provided, however, that the aggregate sum of the retirement allowance shall not exceed the total listed below:

July 1, 2013 through June 30, 2016 \$125.00 per day not to exceed \$20,000.00

Upon the death of a principal, all unused sick days will be payable to his/her estate at the retirement rate of pay at the date of death, but only if that employee is otherwise eligible for retirement at the time of death. The Board maintains the right to maintain insurance at its own cost through an insurer of its own choice in order to pay for any benefits pursuant to this paragraph.

Principals who plan to retire and give written notice before November 1 for the following September 1, or other later date, upon actual retirement, shall be entitled to receive for each day of unused accumulated sick leave, \$125.00 per day for the term of this contract, with the \$20,000.00 cap provided for in this Article waived. Principals who give notice after November 1, and who present evidence of a documented medical disability, sufficient for disability benefits under Federal and/or State law, may also obtain a waiver of the \$20,000.00 cap. Principals who do not give notice or obtain a waiver under this Article shall be entitled to receive for each day of unused accumulated sick leave \$100.00 per day for the term of this contract, with a cap of \$20,000.00 as set forth above in this paragraph. Any principal who gives notice under this paragraph, but subsequently rescinds such notice, shall be ineligible for the cap waiver provided in this paragraph for that year.

The intent of the Board is that timely notice of retirement be provided such that the Board may make timely and appropriate staffing and budgetary decisions.

B. All unused personal days shall be converted to accumulated sick leave.

C. The parties agree that any new law enacted during the term of this contract which effects the Board's obligation to compensate employees for unused sick and/or vacation days shall be effective immediately and shall supersede any conflicting provisions of this agreement.

ARTICLE XI

SALARY PROGRAM

1. Wages

A. Effective July 1, 2013:

- a. No wage guides shall be in effect for the VASA Unit;
- b. The Board shall establish a minimum and maximum salary for each classification within the VASA Unit. The classifications shall be "10 Month Assistant Principal", "12 Month Assistant Principal/Supervisor", "Middle School/Elementary School Principal" and "High School Principal".
 - i. For employees who remain in the classification which they held on June 30, 2013, for as long as they remain in the same classification, they shall be subject to the salary range set forth in Schedule "A".
 - ii. For employees, who are appointed to a new classification on or after July 1, 2013, the minimum and maximum salary range which is applicable to that employee shall be set forth in Schedule "B". This shall apply to current VASA member as well as employees who become bargaining unit members on or after July 1, 2013.
- c. Employees who were at the top salary for their classification as of June 30, 2013 shall receive \$300.00;
- d. Any employee who was not at the top salary for their classification as of June 30, 2013 shall receive a 2.0 % increase plus a flat dollar amount of \$300.00 except that in the event the percentage increase and flat dollar increase places the employee in excess of the maximum salary, the employee shall receive an increase equal to the difference between the maximum salary and

the employee's current salary so that the employee would then receive the maximum salary for their position.

- B. Any employee who enters the VASA Unit on or after July 1, 2013 shall be assigned a salary for their position within the established Minimum and Maximum salary, as set forth on Schedule B, for each position. The assignment of salary for those employees shall be determined by the Director of Personnel in consultation with the Superintendent. In placing those employees, the employees' education, experience and any other relevant factors shall be considered. The employee's salary shall be subject to Board approval.
- C. In the event an employee in the bargaining unit or an employee employed by the VBE at the time of the promotion, is promoted to a classification in a higher salary range in the bargaining unit (i.e. assistant principal to principal), the employee's salary shall be established by the Director of Personnel in consultation with the Superintendent at any salary between the minimum and maximum salary, as set forth on Schedule B, of the new range depending upon the ability, aptitude and past experience of the employee but in no event shall the new salary be less than two (2%) percent greater than the employee's then current salary at the time of the promotion. The employee's salary shall be subject to Board approval. A "promotion" shall be defined as a move from the "Supervisor/Assistant Principal classification" to either the "Elementary/Middle School Principal" classification or to the "High School Principal" classification. A promotion is also a move from the "Elementary/Middle School Principal" classification to the "High School Principal" classification. A move from a Supervisor position to an Assistant Principal position shall not be considered a "promotion." Nor shall a move from an elementary school principal to a middle school principal be considered a "promotion."
- D. Effective July 1, 2014 employees who were at the maximum salary for their classification as of June 30, 2014 shall receive \$300.00.
- E. Effective July 1, 2014, any employee who was not at the maximum salary for their classification as of June 30, 2014 shall receive a 2.0% increase plus a flat dollar amount of \$300.00 except that in the event the percentage increase and flat dollar increase places the employee in excess of the maximum salary, the employee shall receive an increase equal to the difference between the maximum salary and the employee's current salary so that the employee would then receive the maximum salary for their classification.
- F. Effective July 1, 2015 employees who were at the maximum salary for their classification as of June 30, 2015 shall receive \$300.00.
- G. Effective July 1, 2015, any employee who was not at the maximum salary for their position as of June 30, 2015 shall receive a 2.0% increase plus a flat dollar amount of \$300.00 except that in the event the percentage increase and flat dollar increase places the employee in excess of the maximum salary, the employee shall receive

an increase equal to the difference between the maximum salary and the employee's current salary so that the employee would then receive the maximum salary for their classification.

2. Payment of Salaries

- A. Effective July 1, 2010, the Board may elect to complete payment of salaries by "direct deposit" in which event upon request each employee shall provide "direct deposit" wiring instructions to the Board's designated agent.
- B. At the option of the Board, employees shall receive their paychecks bi-monthly in equal amounts on the fifteenth (15th) day of each month and the last day of each month.

3. Advanced Degrees

- A. Those principals holding or obtaining a Masters Degree plus forty-five (M.A. +45), or those principals having a Doctorate Degree not in the field of Education shall be entitled to a onetime payment of \$1,500.00. Any employee who received payment for this degree prior to June 30, 2013 shall no longer receive this payment.
- B. Those principals holding or obtaining a Doctorate Degree (Ed.D. or PhD) in the field of education from an accredited institution shall be entitled to a onetime payment of \$3,500.00. Any employee who received payment for this degree prior to June 30, 2013 shall no longer receive this payment.
- C. An accredited institution shall be certified by the National Study of School Evaluation (Middle States, New England, North Central, Northwest, Southern and Western Association of Schools and Colleges.)
- D. Those principals seeking payment for advanced degree status pursuant to this subsection 3 must provide written notice to the Board of their advanced degree status, together with proof of said degree. Payment pursuant to this paragraph shall be made after receipt of written notification and proof of degree to the Board as noted herein.

4. Deductions from Salary

Upon authorization by a Principal, the Board agrees to deduct from the individual salaries, moneys to be deposited in mutually chosen tax sheltered annuity companies. Said money shall be disbursed to the specified companies within five (5) working days after such deductions have been made. Currently, Principals have the option of deductions being made to five (5) tax sheltered annuity companies. Principals shall also have the option of an additional tax sheltered annuity company, AXA Equitable.

ARTICLE XII

SAVINGS CLAUSE

If any provision of this agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or application shall continue in full force and effect.

ARTICLE XIII

DURATION OF AGREEMENT

The term of the Agreement shall be July 1, 2013 through June 30, 2016.

ARTICLE XIV

MISCELLANEOUS

A. All principals will arrive at their respective schools before school begins and remain in school at least one-half (1/2) hour after dismissal of students. This provision is meant to set the minimum amount of time a principal must be at their respective school, not a maximum. Nothing in this provision is meant to limit the amount of time a principal spends at his or her respective school nor is it meant to limit the amount of time a principal spends performing his or her duties.

B. Principals shall sign-out of their school facility when leaving it during the school day and will sign-in upon their return to the school facility.

ARTICLE XV

EVALUATIONS

All evaluations of teaching staff, for both non-tenured teaching staff members and tenured teaching staff members, shall be conducted in accordance with the "Teacher Effectiveness and Accountability for Children of New Jersey Act" (P.L. 2012, c. 26) enacted on August 6, 2012.

IN WITNESS WHEREOF, the Vineland Administrators and Supervisors Association have caused this Agreement to be signed by its duly elected officers who represent that they have the authority to execute this Agreement, and the Vineland Board of Education by its President and Secretary have signed this Agreement and have caused the corporate seal to be placed hereon.

VINELAND ADMINISTRATORS AND SUPERVISORS ASSOCIATION



President

VINELAND BOARD OF EDUCATION



President

ATTEST:



Chairperson, Negotiating Committee



Secretary

SCHEDULE "A"

ASSISTANT PRINCIPAL – 10 MONTHS

Any person who held the position of a 12 month assistant principal on June 30, 2013 and is thereafter assigned to the position of 10 month assistant principal shall receive ten-twelfths (10/12) of the salary which they were receiving at the time of the new assignment.

For example, if a person in the position of 12 month assistant principal on June 30, 2013 is receiving a salary, effective July 1, 2013, of \$108,627.46. On January 1, 2014, that person is assigned to a 10 month assistant principal position. The person will then receive a salary of \$90,522.89.

SUPERVISOR/ASSISTANT PRINCIPAL – 12 MONTHS

The maximums listed below are only applicable to a person who held the position of 12 month Supervisor or 12 month Assistant Principal on June 30, 2013.

	2013-2014	2014-2015	2015-2016
Minimum:	\$90,000	\$90,000	\$90,000
Maximum:	\$120,097	\$120,397	\$120,697

ELEMENTARY/MIDDLE SCHOOL PRINCIPAL

The maximums listed below are only applicable to a person who held the position of Elementary School Principal or Middle School Principal on June 30, 2013.

	2013-2014	2014-2015	2015-2016
Minimum:	\$103,000	\$103,000	\$103,000
Maximum:	\$131,112	\$131,412	\$131,712

HIGH SCHOOL PRINCIPAL

The maximums listed below are only applicable to a person who held the position of High School Principal on June 30, 2013.

	2013-2014	2014-2015	2015-2016
Minimum:	\$114,000	\$114,000	\$114,000
Maximum:	\$137,997	\$138,297	\$138,597

SCHEDULE "B"

The salary ranges listed below are applicable to any person who is appointed to the position listed on or after July 1, 2013. For example, a person who served as a 12 month assistant principal on June 30, 2013 is appointed to the position of elementary school principal effective July 1, 2013 shall be subject to the salary ranges as set forth under this Schedule "B".

ASSISTANT PRINCIPAL – 10 MONTHS

	2013-2014	2014-2015	2015-2016
Minimum:	\$70,000	\$70,000	\$70,000
Maximum:	\$90,000	\$90,300	\$90,600

SUPERVISOR/ASSISTANT PRINCIPAL – 12 MONTHS

	2013-2014	2014-2015	2015-2016
Minimum:	\$90,000	\$90,000	\$90,000
Maximum:	\$118,000	\$118,300	\$118,600

ELEMENTARY/MIDDLE SCHOOL PRINCIPAL

	2013-2014	2014-2015	2015-2016
Minimum:	\$103,000	\$103,000	\$103,000
Maximum:	\$127,000	\$127,300	\$127,600

HIGH SCHOOL PRINCIPAL

	2013-2014	2014-2015	2015-2016
Minimum:	\$114,000	\$114,000	\$114,000
Maximum:	\$132,000	\$132,300	\$132,600