

AGREEMENT BETWEEN  
THE NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT  
BOARD OF EDUCATION  
AND THE  
NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT  
SUPERVISORS ASSOCIATION  
JULY 1, 2007-JUNE 30, 2010

PREAMBLE

This agreement was developed and entered into by the Northern Valley Regional High School District Board of Education, hereinafter referred to as the "Board" and the Supervisors Association, hereinafter referred to as the "Supervisors", shall cover a period of three years July 1, 2007 through June 30, 2010, as detailed in the following paragraphs:

The Board offers the Supervisors the following salary program 2007-2010 on the terms and conditions set forth below:

1. Salaries for 2007-2010 are determined and annexed to this agreement.
2. All supplemental benefits agreed upon by the Board and the Northern Valley Education Association shall be part of this contract (i.e., Medical, Dental, etc)
3. 3 Personal Days per year; 11 Illness Days per year.
4. The bonus for accumulated sick days is as follows:


2007-2008 school year	\$125.00 per day
2008-2009 school year	\$125.00 per day
2009-2010 school year	\$125.00 per day
5. The Supervisors Calendar shall be the Teachers Calendar plus the extra work days for the months of September and June and twenty (20) work days during July/August. It is understood that the summer work schedule will be the first five working days in July and the last five working days in August. Each Supervisor with the Superintendents Office will establish the remaining 10 days each May.
6. The Supervisors shall be on duty for the following evening assignments. "Back to School Night" at each building, 8<sup>th</sup> grade Orientation at each building, then the eight names will be added with the Administrators names to be assigned in each building on a revolving basis.
7. Both parties agreed that all Supervisors are employed 11 months.

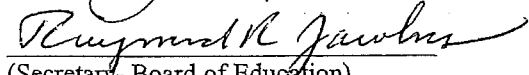
Upon employee request, a maximum of \$40,000 post-retirement contribution of unused sick leave and/or vacation may be deposited in any authorized Section 403(b) retirement fund. The terms will apply to any members of the association who retires as of June 30, 2007 thru June 30, 2010, provided they submit a letter of resignation for retirement purposes by January 1 of the year of retirement.
8. For new hires, effective September 1, 2004 there will be a cap of unused sick days for retirement purposes at nine (9) days per year. However, all accumulated days will be available to supervisors for use in event of illness.
8. Each supervisor will be reimbursed for travel between the buildings at the federal rate, upon the submission of a voucher. The Business Office will facilitate this process to make it less burdensome.
9. Supervisors who experience an event that requires him/her to work through the contractual vacation time will be allocated a maximum of five (5) adjusted vacation days. This adjusted vacation time will be granted upon the approval of the superintendent.
10. Supervisors will be reimbursed for attendance at one national conference or workshop per year, as recommended by the superintendent, based on the current fiscal condition of the school district.
11. Supervisors will be reimbursed for additional professional development or additional professional experiences in the amount of \$500 per supervisor during the 3 year term of this contract.

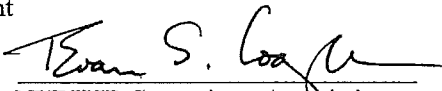
The foregoing was agreed upon by the Board and Supervisors Negotiating Committees for conveyance to their respective bodies for approval.

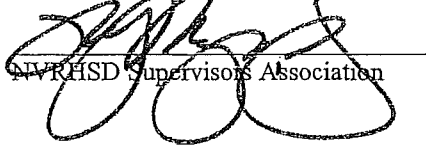
The Board indicated its acceptance of this Agreement at its meeting of \_\_\_\_\_  
The Supervisors indicated their acceptance of this Agreement as indicated below.

In witness whereof the parties have executed this Agreement

  
\_\_\_\_\_  
(President-Board of Education)

  
\_\_\_\_\_  
(Secretary- Board of Education)

  
\_\_\_\_\_  
NVRHSD Supervisors Association

  
\_\_\_\_\_  
NVRHSD Supervisors Association

BOARD OF EDUCATION  
NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT  
DEMAREST, NEW JERSEY 07627

SUPERVISORS

PROPOSED 2007-2008 @ 3.75%

<u>Step</u>	<u>11 months</u>
1	\$132,090
2	\$134,680
3	\$137,271
4	\$139,860

APPROVED:

## MEMORANDUM OF AGREEMENT

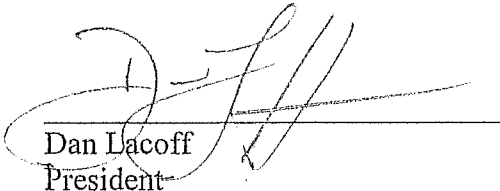
Supervisors and the Board of Education mutually agree on the following modifications for the 2009-2010 school year:

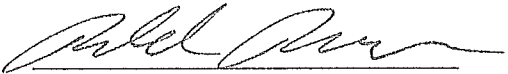
1. The Supervisor of Related Arts position will be abolished and replaced by the Supervisor of Technology. The Supervisor of Technology's responsibilities will be:
  - To supervise and evaluate the technology education teachers in the district according to the district's current supervisory model.
  - Works with District's Systems Engineer to coordinate upgrades in infrastructure, hardware and software to assure continued uninterrupted instruction in schools.
  - Works with District's Directors, Systems Engineer and building Administrators on purchases of new software and new technology to assure instructionally effective and fiscally prudent purchases.
  - Works with Director of Curriculum and Instruction to implement use of new software in coordination with staff development, curriculum revision schedules and hardware purchases.
  - To teach staff development courses in technology and related areas to teachers in the high school district and the elementary districts as determined by the Superintendent of the high school district.
  - To provide coaching and support for those teachers throughout the school year as requested by the teachers and mutually agreed upon by the Supervisor of Technology and the teacher requesting the services.
  - To supervise the school district's web monitor.
2. The supervisory duties of the departments of Business Education, Music, Family and Consumer Science and Art will be absorbed by the Supervisors of Math, Social Studies, English, Science, and World Language.

3. The position of Supervisor of Physical Education and Health and the current Athletic Director positions will be abolished for the 2009-2010 school year. The current Supervisor of Health, Physical Education and Driver Education, has the right to the newly created Physical Education, Health, Athletic Director position at Demarest High School should he be interested. The tenured Athletic Director at NVOT has rights to the newly created Physical Education, Health and Athletic Director position at NVOT should he be interested. Should they be interested the Physical Education, Health, Athletic Directors will be eligible to coach interscholastic sports at their respective high school provided they are not the only paid coach for that team.
4. The Supervisors agree to model effective teaching strategies and collaborative planning with teachers in their departments to provide professional learning experiences thereby saving the district money on substitute teacher costs.

The Supervisors agree that each supervisor will provide their collaborative planning and teaching for eight (8) school days during the 2009-2010 school year. This paragraph shall expire on June 30, 2010.

The Board of Education and Supervisor Association mutually agree that none of the provisions in this Memorandum of Agreement shall be considered precedent by the Supervisors' Association or the Board of Education in any future negotiations.

  
\_\_\_\_\_  
Dan Lacoff  
President  
Northern Valley Regional HS District

  
\_\_\_\_\_  
Ron Romano  
Supervisor Association  
Northern Valley Regional HS District

March 23, 2009  
Date

March 13, 2009  
Date

**BOARD OF EDUCATION  
NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT  
DEMAREST, NEW JERSEY 07627**

**SUPERVISORS**

**2008-2009**

Step	
1	\$ 117,186.00
2	\$ 123,805.00
3	\$ 130,424.00
4	\$ 137,044.00
5	\$ 139,731.00
6	\$ 142,419.00
7	\$ 145,105.00

**BOARD OF EDUCATION  
NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT  
DEMAREST, NEW JERSEY 07627**

**SUPERVISORS**

**2009-2010**

Step	
1	\$ 121,581.00
2	\$ 128,448.00
3	\$ 135,315.00
4	\$ 142,183.00
5	\$ 144,971.00
6	\$ 147,760.00
7	\$ 150,546.00