

AGREEMENT BETWEEN
THE NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT
BOARD OF EDUCATION
AND THE
NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT
SUPERVISORS ASSOCIATION
JULY 1, 2004-JUNE 30, 2007

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, 2004 through June 30, 2007, as detailed in the following paragraphs:

The Board offers the Supervisors the following salary program 2004-2007 on the terms and conditions set forth below:

1. Salaries for 2004-2007 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.
4. The bonus for accumulated sick days is as follows:

2004-2005 school year	\$125.00 per day
2005-2006 school year	\$110.00 per day
2006-2007 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, 8th 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, 2004 thru June 30, 2007, provided they submit a letter of resignation for retirement purposes by January 1 of the year of retirement.

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. Effective for the 2004-2005 academic year, Supervisors will no longer be compelled to perform lunch duty as long as they engage in an activity that affords them interaction with the students in a school. Such activities might be, but is not limited to one of the following:
School Senate, Class Trips, Teaching model lessons, League and team competitions, student forums, club activities/summer immersion

*The Board, through the Superintendent, Principals, Assistant Principals and other employees, agree actively to seek replacements for the supervisors during lunch periods in the second and third marking periods only on a one on one basis, at a rate of \$35 per day. In the event there are not enough replacements after exhausting all remedies, the supervisors will be available to perform lunch duty. In the event that no replacements are found, all supervisors will be available for lunch duty. In the event that only some replacements are hired, supervisors will make up the difference on a rotating basis.

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

SUPERVISORS

PROPOSED 2004-2005 @ 3.8%

<u>Step</u>	<u>11 months</u>
1	\$118,165
2	\$120,482
3	\$122,800
4	\$125,116

APPROVED: January 26, 2004

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

SUPERVISORS

PROPOSED 2005-2006 @ 3.8%

<u>Step</u>	<u>11 months</u>
1	\$122,655
2	\$125,060
3	\$127,466
4	\$129,870

APPROVED: January 26, 2004

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

SUPERVISORS

PROPOSED 2006-2007 @ 3.8%

<u>Step</u>	<u>11 months</u>
1	\$127,316
2	\$129,812
3	\$132,310
4	\$134,805

APPROVED: January 26, 2004

