

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

This agreement was developed and entered into by the Northern Valley Regional High School District Board of Education and the Administrators Association, hereafter referred to as the "Administrators", shall cover a period of three years July 1, 2004 through June 30, 2007, as detailed in the following paragraphs.

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

1. Salaries for 2004-2007 are determined and annexed to this agreement. Employee beginning in year one (1) shall be equal in compensation within five (5) years to the highest salaried individual within the category.
2. Three salary categories will apply: one for principals; one for assistant principals and one for directors.
3. 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)
4. The bonus for accumulated sick days is as follows:

2004-2005 school year	\$125.00 per day
2005-2006 school year	\$100.00 per day
2006-2007 school year	\$125.00 per day

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 July 1, 2004 there will be a cap of unused sick days for retirement purposes at ten (10) days per year.

5. Vacation days are provided as follows:  
Current members of Association  
After first year.....20 days  
After fifth year.....25 days  
After eighth year.....28 days  
Upon retirement and/or resignation, employee received financial compensation for vacation days based on the salary for the next school year.  
  
Those members of the association hired on or after July 1, 2004 must take twenty (20) days vacation during the first year of employment. Vacation days cannot accumulate.
6. Any member of the association prior to July 1, 2004 shall be eligible to have their enrolled children remain in the district, tuition free, until they graduate.
7. The foregoing was agreed upon by the Board and Administrators Negotiating Committees for conveyance to their respective bodies for approval.

	2003-2004 Salaries	2004-2005 3.8%	2005-2006 3.8%	2006-2007 3.8%
Ammerman, Bert	\$151,938	\$157,712	\$163,705	\$169,925
Panico, Anthony	\$151,938	\$157,712	\$163,705	\$169,925
Hessler, Fred	\$129,187	\$134,096	\$139,192	\$144,481
Nicolaysen, Lucille	\$129,187	\$134,096	\$139,192	\$144,481
Domerski, Thomas	\$129,187	\$134,096	\$139,192	\$144,481
Beckerman, Scott	\$129,187	\$134,096	\$139,192	\$144,481
Rauper, Patricia	\$135,990	\$141,158	\$146,522	\$152,089
McKeon, John	\$135,990	\$141,158	\$146,522	\$152,089
Salisbury, John	\$135,990	\$141,158	\$146,522	\$152,089

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

ADMINISTRATORS & DIRECTORS

2004-2005

<u>POSITION</u>	<u>HIRING*</u> <u>BASE SALARY</u>	<u>MAXIMUM SALARY</u>
Principal	\$ 114,515	\$157,712
Ass't Principal	\$ 101,043	\$134,096
Director	\$ 101,043	\$141,158
Board Secretary/ Ass't Sup't for Business	\$ 116,760	\$160,026

\*Employees beginning in year one (1) shall be equal in compensation within five (5) years to the highest salaried individual in that category

APPROVED: December 15, 2003

BOARD OF EDUCATION  
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ADMINISTRATORS & DIRECTORS

2005-2006

<u>POSITION</u>	<u>HIRING* BASE SALARY</u>	<u>MAXIMUM SALARY</u>
Principal	\$ 118,867	\$ 163,705
Ass't Principal	\$ 104,883	\$ 139,192
Director	\$ 104,883	\$ 146,522
Board Secretary/ Ass't Sup't for Business	\$ 121,197	\$ 166,107

\*Employees beginning in year one (1) shall be equal in compensation within five (5) years to the highest salaried individual in that category

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ADMINISTRATORS & DIRECTORS

2006-2007

<u>POSITION</u>	<u>HIRING* BASE SALARY</u>	<u>MAXIMUM SALARY</u>
Principal	\$123,384	\$169,926
Ass't Principal	\$108,868	\$144,481
Director	\$108,868	\$152,090
Board Secretary/ Ass't Sup't for Business	\$125,803	\$172,419

\*Employees beginning in year one (1) shall be equal in compensation within five (5) years to the highest salaried individual in that category

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