

COLLECTIVE NEGOTIATIONS AGREEMENT
BETWEEN
BOARD OF EDUCATION OF THE
FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
AND
FREEHOLD REGIONAL HIGH SCHOOL SUPERVISORS' ASSOCIATION

JULY 1, 2015– JUNE 30, 2018

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PREAMBLE

This agreement is entered into this July 1, 2015 by the Board of Education of the Freehold Regional High School District, Monmouth County, New Jersey, hereinafter called the "Board" and the Freehold Regional High School Supervisor's Association, hereinafter called the "Association".

Except as this Agreement otherwise specifically modifies the contract currently in existence between the parties, such contract and all provisions shall continue in full force and effect.

Both parties acknowledge the Board's obligation under State and Federal law that "all persons, regardless of race, color, age, creed, religion, sex, national origin, ancestry, marital status, domestic partnership status, affectional or sexual orientation, gender identity or expression, genetic information, disability or atypical hereditary cellular or blood trait of any individual, or because of liability for service in the armed forces of the United States shall be provided equal access to all categories of employment in the Freehold Regional High School District ("District").

ARTICLE I - RECOGNITION

A. The Board recognizes the Association as the exclusive representative for collective negotiations concerning terms and conditions of employment and collective agreements and any questions arising thereunder for the following employees in the title of Academic Supervisor (hereinafter collectively referred to as "Supervisors").

B. Supervisors shall refer to all members of the negotiations unit, unless otherwise noted.

C. The parties to this Agreement acknowledge that the Board may consider plans for the reorganization of the District's Supervisory structure during the term of this Agreement. The parties further recognize that the planning process is not sufficiently advanced to permit any degree of certainty as to the specific features of any reorganization scheme that may be adopted by the Board. In order that this possibility of Supervisory reorganization should not stand as an

obstacle to a new multi-year collective negotiations agreement which is desired by both parties, the Board and the Association agree as follows:

1. The Association shall continue to be recognized as the exclusive representative organization for all certificated building level Supervisory personnel below the rank of Assistant Principal, but specifically excluding any Supervisor of Extra Curricular Activities (“SECA”), whether or not any reorganization planned by the Board results in any change in job titles and/or job descriptions for negotiation units.

2. In the event that the Board adopts a Supervisory reorganization plan during the life of this Agreement it shall not be obligated to negotiate concerning decisions, or the impact of decisions, involving job titles, job descriptions, or any substitution of Supervisory responsibilities for instructional responsibilities.

Notwithstanding the above, the Board shall be required to negotiate with the Association in the event that it seeks to modify either the required number of workdays for negotiation unit members or the required number of working hours in a workday.

ARTICLE II- NEGOTIATION PROCEDURES

The parties agree to commence collective negotiations on a successor agreement after January 1 of the calendar year in which this Agreement is scheduled to expire.

ARTICLE III - GRIEVANCE PROCEDURE

A. Definition

“Grievance” shall mean a complaint by a Supervisor, a group of Supervisors or the Association that there has been a misinterpretation, misapplication, or violation of this Agreement which affects policies, or administrative decisions affecting the individual or group. Grievances to be presented to impartial arbitration shall be limited to the application or interpretation of this written agreement. A Grievance to be considered under this procedure must be initiated in writing by the Supervisor or the Association within fifteen (15) Work Days of when the Grievant knew or should have known of its occurrence. Non-renewal of non-tenured staff and denials of approval for reimbursement for graduate level courses/programs as set forth in Article V of this Agreement are not subject to arbitration.

“Grievant” is hereby specifically defined to mean either a Supervisor covered by this Agreement or the Association.

“Work Day(s)” for purpose of this Grievance procedure shall mean a typical business day, Monday through Friday, when the District is open for business. Approved holidays and inclement weather days when the school does not open for business shall not be considered “Work Days.”

B. Procedures

1. (a) Failure at any step of this procedure to communicate the decision on a Grievance within the specified time limits shall permit the Grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

(b) It is understood that Supervisors shall continue to observe all assignments and applicable rules and regulations of the Board until such grievance has been fully determined.

(c) At all stages of this procedure, copies of responses will be forwarded simultaneously to the Association.

2. (a). **Step 1.** Any Grievant who has a Grievance shall discuss it first with his/her Building Principal within fifteen (15) Work Days of occurrence or when the Grievant knew or should have known of its occurrence. This discussion shall be an attempt to resolve the matter informally.

(b). **Step 2.** In the event that the matter is not settled satisfactorily within five (5) Days of the informal discussion at Step 1, the Grievance shall be reduced to writing and submitted to the Building Principal specifying; (i) the nature of the Grievance; (ii) the nature and extent of injury, loss, or inconvenience; (iii) the result of the previous discussion; (iv) the dissatisfaction with the decisions previously rendered; and (v) the relief sought by the Grievant. The Building Principal shall have five (5) Work Days from the date of receipt of the Grievance to answer the Grievance.

(c). If the subject matter of the Grievance involves an act of a Central Administrator, then the written Grievance shall be filed at that level, which shall be considered a Step 2 Grievance, within fifteen (15) Work Days of the date the Grievant knew or should have

known the Grievance arose. The respondent shall have five (5) Work Days in which to answer the Grievance.

(d). **Step 3.** If the Grievance is not resolved or if no decision is rendered within the timeframe specified at Step 2, it shall be filed with the Superintendent of Schools or Director of Personnel as the Superintendent's designee within five (5) Work Days. A meeting shall be held within five (5) Work Days by the Superintendent or his/her designee with the Grievant and the Association representative. The Superintendent or his/her designee shall have five (5) Work Days in which to render his/her decision in writing following the conference.

(e). **Step 4.** If decision at Step 3 does not resolve the Grievance to the Grievant's or the Association's satisfaction *or if no decision is rendered within the timeframe specified at Step 3*, the Grievant or the Association shall have five (5) Work Days to request a review by the Board. The Board may, at its option, hold a hearing with the Grievant and the Association and shall answer such grievance in writing no later than five (5) Work Days following the Board of Education's next regular meeting after receipt of such Grievance at its previous regular meeting; if the Board elects not to review the Grievance under this provision, it shall notify the grievant and the Association in writing not later than one (1) Work Day after the decision has been made and the Association shall be permitted to immediately proceed if it so desires to the next step.

(f). **Step 5.** For Grievances which involve the application or interpretation of this Agreement and which have not been resolved to the satisfaction of the Association at Step 4 *or if no decision is rendered within the timeframe specified at Step 4*, notice of the Association's intention to proceed to binding arbitration shall be given to the Board through the Superintendent within fifteen (15) Work Days after the receipt of the decision at Step 4. The Association shall file a request for a paid arbitrator, subject to the rules of the New Jersey Public Employment Relations Commissions, within five (5) Work Days of the notification of appeal to arbitration.

(g) The parties agree to adhere to the rules and regulations of the New Jersey Public Employment Relation Commission in the selection and designation of an arbitrator. The arbitrator shall set a hearing at the earliest date possible between the parties and shall have thirty (30) days from the completion of the hearing to render a final and binding award. The

recommendations under this section shall be binding. The arbitrator under this section shall limit himself/herself to the issues submitted and shall consider nothing else. He/she can add nothing to nor subtract anything from the agreement between the parties or any Policy of the Board.

(h) It is understood that the Association and the Board may settle or reach a compromise on any Grievance reduced to writing at any step so long as such settlement does not discriminate against the Supervisor involved nor deprives them of any right available to other members of the unit.

C. Rights of Grievant

The Board and the Association shall assure the Grievant freedom from restraint, interference, coercion, discrimination and reprisal in presenting his appeal with respect to his personal grievance.

D. Costs

Each party shall bear their own expenses for the entire grievance procedure, but the cost of the fees and expenses of the arbitrator shall be shared equally by the two parties.

ARTICLE IV - EMPLOYMENT

A. Each newly hired Supervisor shall be placed at his/her step of the salary schedule based on training and years of approved experience as determined by the Superintendent. Such credit determined at the time of employment shall be the basis of computing "step on guide" in ensuing years.

B. No Supervisor shall be disciplined, reprimanded, reduced in rank or annual basic contractual salary or deprived of any advantage set forth in the Board policy without just cause. Any such action exerted by the Board or any agent or representative thereof shall not be made public before final action by the Board and shall be subject to the grievance procedure herein set forth.

C. Whenever any Supervisor is required to appear before the Superintendent on formal charges concerning any matter which could adversely affect the continuation of that employee in his/her office, position, or employment or the salary of any increment pertaining thereto, he/she shall be given prior written notice with the reason for such meeting or interview

and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting or interview. Any suspension of any employee pending charges shall be with pay prior to a formal Board hearing and decision.

D. The number of teaching periods for each Supervisor shall be determined as follows, however, due to the increased number of staff observations and evaluations that have been assigned under the new evaluation system, it is noted that Supervisors have not been required to teach or have a counseling case load. In the unlikely event that a Supervisor is required to teach or have a counseling case load, as appropriate, that Supervisor's number of staff observation and evaluations will be reduced and there would be an equitable redistribution of these observation and evaluations across all supervisory and administrative staff members in that particular school:

Number of Teachers *in Department	Number of Teaching Periods
1-15	Up to 3
16-24	Up to 2
25+	Up to 1

* Includes teacher's aides and paraprofessionals

E. The work year for all Supervisors shall not exceed one hundred ninety-nine (199) days. The in-school work year shall include days when pupils are in attendance, orientation days, and any other days in which teacher and/or Supervisor attendance is required. The additional twelve (12) work days shall be scheduled in June after the end of the school year and in August prior to the opening of school. The dates will be scheduled by the Superintendent or his/her designee and will be scheduled when the school calendar is established. The Supervisory summer work calendar will be distributed to the Supervisory association on or before February 27th of each current school year.

F. The Supervisors' work day shall include an additional ten (10) minutes before the teachers arrive in the morning and afterschool hours as necessary to fulfill their job responsibilities, including evening events as appropriate, related to their departmental, academic,

and curricular responsibilities (i.e. faculty and departmental meetings, curriculum workshops, professional development opportunities, departmental orientations and open houses, departmental parent and community events, etc.) to be determined by the Superintendent.

G. The Board agrees to pay the sum of \$30.00 for classroom coverage to Supervisors who are required in emergency situations to provide classroom instruction for one (1) entire class period, in the addition to their regular schedule. Partial period coverages are part of the Supervisory role and responsibilities. The aforesaid \$30.00 payment will commence on September 1, 2012 and will continue until June 30, 2018.

H. Supervisors shall not be permitted to hold coaching positions.

I. The school calendar is to be drawn by the Superintendent in consultation with the Association and not with the employees involved. The Association may request a copy of the proposed school calendar for review and recommendations prior to its consideration by the Board.

J. Supervisors who are being transferred to another building for the following school year shall be notified by June 1st, absent emergent circumstances.

K. A sub-committee of the Supervisors will meet with the Superintendent for up to four (4) meetings per school year, in order to discuss issues of mutual interest and concern.

ARTICLE V - BENEFITS

A. Tuition Reimbursement

Supervisors shall receive reimbursement for tuition not to exceed the per graduate credit cost of Rutgers University for up to six (6) credits per year, *with a total amount to be paid by the Board for reimbursement for the negotiation unit not to exceed \$25,000.00 per year*, provided:

1. Courses/graduate level programs must be related to the employee's current or future job responsibilities and approval must be obtained from the superintendent prior to enrollment in order for the employee to obtain reimbursement and/or guide movement. Courses for advancement must be on the graduate level from an accredited institution of higher education as accredited by the U.S. Department of Education.

2. Grades received for any course submitted for advancement or for tuition reimbursement shall be a B or better, as indicated by an official, sealed transcript from the duly accredited institution of higher learning. Said transcript and a receipt of the amount to be paid, along with a voucher, must be shown to the Superintendent for payment.

3. Reimbursement under this article shall be granted only for graduate level courses or, the NJEXCEL Program approved by the Department of Education leading to advanced certification. For the NJEXCEL Program, credit will not be given for movement on the Salary Guide from MA to MA+30 and only one Association member per year shall be granted eligible for reimbursement. If more than one member applies, the one eligible applicant will be selected at the discretion of the Superintendent or his/her designee. The decision of the Superintendent or his/her designee is final and is not grievable.

4. The maximum total amount the Board of Education shall be liable for in any one (1) school year for graduate credit reimbursement shall be twenty-five thousand dollars (\$25,000).

5. Denials of approval for reimbursement for graduate level courses/programs may be grieved through the Board level.

6. Reimbursement under this Article shall be granted only for courses for which class attendance is required. Reimbursement under this Article shall only be available to Supervisors employed by the Board for more than one year. Continued employment in the District for two (2) years beyond the date of completion and reimbursement for each course is a prerequisite for retaining reimbursement, except where a Supervisor's employment with the District is terminated due to a reduction in force. Any Supervisor that fails to maintain such continued employment in the District shall repay the Board one hundred percent (100%) of the tuition reimbursement received. If the Board is required to resort to legal action to recover these tuition monies, the Supervisor shall be required to reimburse the Board for the legal fees it incurred in such a collection action.

B. Payment of Accumulated and Unused Sick Leave

Supervisors retiring from the District after a minimum of fifteen (15) years of service in the District and who have accumulated at least seventy-five (75) days of sick leave shall be paid for their unused accumulated sick leave at the following rate per employee:

- \$50.00 per day for the first one hundred (100) days; and

- \$60.00 per day for each day thereafter, up to a total maximum amount of \$15,000.00.

D. Professional Associations

The Board will pay dues to the NJPSA on behalf of the Association members.

ARTICLE VI- SALARIES AND LONGEVITY

A. The salaries and longevity system of all personnel covered by this agreement are set forth in the salary guide.

B Supervisors shall be paid in twenty-one (21) equal payments beginning with the last pay period of August, presuming such payment is permitted by the New Jersey Division of Pensions and Benefits. Ten (10) month Supervisors shall have the option of having their salaries paid on a twelve (12) month or ten (10) month basis, said choice must be made no later than April 1 or September 1 of the following school year and deductions must be made in accordance with law.

ARTICLE VII- INSURANCE PROTECTION

A. Supervisors will contribute towards their health and prescription insurance premiums (as appropriate) consistent with the Schedule B of this Agreement for the appropriate level of coverage up to family coverage. See attached hereto as Schedule B the premium contribution rate guide. Such coverage shall be provided for domestic partners, and civil union partners as required by law. Effective July 1, 2010 all employees of the negotiations unit may only participate in the Direct Access Medical Program offered by the Board. Medical insurance coverage shall also include provision for optional second opinions on elective surgery. The Board shall have the right to change insurance carriers provided the benefits provided will not be diminished by such a change. Before the Board can exercise this right, the proposed new insurance program shall be submitted to the Association. If the Association rejects the proposed change on the grounds that the new insurance program results in diminished benefits, then the matter shall be submitted directly to expedited binding arbitration in accordance with the Grievance procedure of this contract.

B. The Board shall provide to each employee a description of the health-care insurance coverage provided under this Article no later than the beginning of the school year.

C. The Board will allow Supervisors that retired from the District to remain part of the Group Plan, if such employees pay the full cost of the premiums.

D. A Supervisor has the right to waive the insurance protection coverage provisions and appropriate Section 125 Plan which will provide that upon any employee waiving insurance coverage, the premium savings will be split 75% Board, 25% employee.

E. The Board during the terms of this contract shall continue to furnish New Jersey Dental Insurance coverage; usual and customary dental plan containing the same benefits as previously provided. These rates shall be fixed for the life of the Agreement pursuant to the rate guarantee provided by the carrier; therefore, no cost shall be incurred by the employees. Any change of carrier shall result only through the mutual consent of the Board of Education and the Association.

F. Where both wife and husband, or civil union partners, or domestic union partners are employed in the district, duplicate coverage on health and dental insurance shall not be provided; however, the Board shall provide coordination of benefits coverage in those instances if the law permits such coordination of benefits.

G. Employees and their family or civil union partners, or domestic union partners shall be eligible for vision/eye care as part of health care provided by the Board.

ARTICLE VIII- SICK LEAVE

Supervisors shall be entitled to eleven (11) sick leave days each year as of the first official day of said school year so long as they report for duty. Unused sick leave days shall be accumulated from year to year with no maximum limit. In all cases of absence, a Supervisor is required to indicate his/her intention of absence by logging onto www.aesopeducation.com or calling the school and completing the notification process in accordance with Board policy.

ARTICLE IX - PERSONAL BUSINESS DAYS

Supervisors shall be entitled to the following temporary non-accumulative leave(s) of absence with full pay each school year. Up to three (3) days for personal leave of absence with pay shall be granted each year to conduct personal business which cannot occur except during work hours and work days. Unused personal business days shall accumulate to sick leave the following year. To the extent known, all personal business days shall be applied for in advance in writing and shall be granted at the discretion of the Building Principal. In all cases of absence, a Supervisor is required to indicate his/her intention of absence by logging onto www.aesopeducation.com or calling the school and completing the notification process unless directed otherwise in advance and register his/her absence as part of the official District attendance record.

The Building Principal, upon the approval of the Superintendent, may grant approval for professional day(s). Professional day(s) shall be applied for in advance in writing. Where such approval is granted, the professional day(s) will not be counted against personal business days provided by this section.

ARTICLE X - AGENCY FEE

A. Upon receipt of written authorization, the Board shall deduct a representation fee (85% of local dues) from the salary of each Supervisor who is not a member of the Association and shall remit the monies collected to the Association once each month, not later than the 15th of the month.

B. The Association agrees to indemnify and hold harmless the Board from any causes of action, claims, loss or damages incurred as a result of this clause.

C. Any Supervisor on the effective date of this Agreement who does not join the Association within thirty (30) days of initial employment within the unit and any employee previously employed within the unit who does not join within ten (10) days of reentry into employment within the unit shall as a condition of employment pay a representation fee to the Association by automatic payroll deduction.

D. The representation fee shall be in an amount equal to eighty-five (85%) of the regular Association membership dues, fees, and assessments as certified to the Board by the

Association. The Association may revise its certification of the amount of the representation fee at any time to reflect changes in the Association membership dues, fees and assessments. The Association entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Association remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor Agreement between the Association and the Board.

E. For the purposes of this provision, Supervisors who are reappointed from year to year shall be considered to be in continuous employment.

F. The Association shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:1 3A-5.5(c), et. seq. and membership in the Association shall be available to all employees in the unit on an equal basis at all times. In the event the Association fails to maintain such a system or if membership is not so available, the Board shall immediately cease making said deduction.

G. On or about the last day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association a list of all Supervisors who begin their employment in a the Supervisors negotiation unit position during the preceding thirty (30) day period. The list will include names, job titles, salary and dates of employment for all such Supervisors.

ARTICLE XI- MANAGEMENT RIGHTS

The Board reserves to itself sole jurisdiction and right, in compliance with the laws of the State of New Jersey and the rulings of the State Commissioner of Education, including:

- (a) to direct employees of the school district;
- (b) to hire, promote, transfer, assign and retain employees for just cause;
- (c) to relieve employees from duty because of lack of work or other legitimate reasons;
- (d) to efficiently direct school and district operations;
- (e) to direct the methods, means, and personnel by which such operations are to be conducted;

(f) to take whatever actions may be necessary to accomplish the mission of the school district. This section shall not be read to repeal or modify any provision of this contract or Title 18 or the laws of the State of New Jersey.

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE XII - LEAVES OF ABSENCE

In the event of a death and/or critical illness in the immediate family, an allowance of up to five (5) days leave shall be granted. "Immediate family" shall be spouse, co-member of a civil union, domestic partner, child, parent (this shall include both natural parents as well as adoptive parent), brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents and grandchildren.

"Critical illness" is defined as one requiring hospitalization and placement by hospital or medical authorities on the critical illness list, as ascertained and determined by the Superintendent or his/her designee.

ARTICLE XIII - EXTENDED LEAVES OF ABSENCE

A. Supervisors in the United States military shall be granted a leave of absence in accordance with law, if requested. Additionally, any Supervisor whose spouse is so inducted or enlists and who wishes to join him/her for the period of special training in preparation for duty overseas in combat zones shall be granted a leave of absence if requested.

B. (1) The Board of Education shall grant leaves of absence for medical reasons associated with pregnancy and birth to pregnant Supervisors without pay, on the same terms and conditions governing leaves of absence for other illness or medical disabilities, as set forth in N.J.S.A. 18A:30-1, et. seq.

(2) It is recognized that a Supervisor's maternity leave application involves both a disability and a childcare phase. The disability phase is that period of time, both prenatal and postnatal, during which a physician certifies inability to work. The childcare phase is that period of time selected by the Supervisor, in accordance with B, (2) (b) below, which follows the disability phase during which time the Supervisor voluntarily suspends her teaching career to care for the newborn child.

a. Disability phase. Any Supervisor seeking a leave of absence on the basis of medical reasons associated with pregnancy or birth shall apply to the Board. At the time of the application, which shall be made upon sixty (60) days notice to the Board, the Supervisor shall specify in writing the date on which she wishes to commence leave and the date on which she wishes to return to work after the birth except in the cases of stillbirth, in which case, the employee may elect to return to work at an earlier date. The Board shall require any Supervisor to produce a certificate from a physician in support of the request leave dates. Where medical opinion is supportive of the leave dates requested, such request shall be granted by the Board. The physician certification is subject to agreement by the Board's physician.

b. Childcare phase. Where the requested leave dates are beyond the period of disability associated with pregnancy and is for childcare purposes, as defined above, the tenured Supervisor shall be granted, at her discretion, a leave for (a) the balance of the school year in which the birth occurred, or (b) the balance of the school year in which the birth occurred and the entire following school year. Supervisors on maternity leave desiring to switch from option (2) (a) to option (2) (b) shall notify the Superintendent by March 15 of the year in which the maternity leave was taken. Any further extensions of childcare leave shall be discretionary with the Board of Education.

The Board need not grant or extend the leave of absence of any non-tenured Supervisor beyond the end of the contract school year in which leave is obtained.

(3) No tenured or non-tenured Supervisor shall be banned from returning to work after the birth of her child solely on the ground that there has not been a stated or prescribed lapse of time between that birth and her desired date of return, provided sixty (60) days notice is given except as is provided herein. Nothing contained in this article shall be construed to preclude the Board from requiring any Supervisor after the birth of her child to produce a certificate from her physician showing that she is physically capable of resuming her duties. The physician certification is subject to agreement by the Board physician.

(4) A Supervisor returning from pregnancy leave of absence shall be entitled to all benefits to which Supervisors returning from other types of sick or disability leave would be entitled. Nothing contained herein shall be construed to require the Board to grant tenure or to

offer a new contract for a new school year to any non-tenured employee who would not have been otherwise offered such a contract.

(5) Paragraph B (1) - B (4) shall also apply to all other tenured Supervisors under the terms and conditions of this contract of employment.

(6) Any tenured Supervisor adopting an infant child may receive similar leave which shall commence upon receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption.

(7) No Supervisor on maternity leave shall, on the basis of said leave, be denied the opportunity in the District in the area of certification or competence.

C. A leave of absence without pay of up to one (1) year may be granted for the purpose of caring for a sick member of a tenured employee's immediate family; additional leave may be granted at the discretion of the Board.

D. Other leaves of absence with pay maybe granted by the Board for good reason. Upon return from military service, a Supervisor who has been on active duty shall be considered as if he/she were actively employed by the Board during the leave and shall be placed on the salary schedule at the level he/she would have achieved if he/she had not been absent. A Supervisor shall not receive tenure or increment credit for time spent on leave granted pursuant to Sections B, C, or D, of this Article.

E. All benefits to which an employee was entitled at the time his/her leave of absence commenced, including unused accumulated sick leave, shall be restored to him/her upon his/her return and he/she shall be assigned to the same position which he/she held at the time said leave commenced, if available, or, if not, to the substantially equivalent position.

F. All extensions or renewals of leaves shall be applied for in writing.

ARTICLE XIV- FULLY BARGAINED PROVISIONS

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE XV - DURATION

This Agreement shall be in effect between July 1, 2015 and June 30, 2018.

Freehold Regional High School
Supervisors' Association

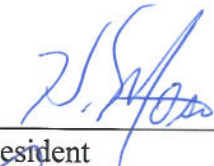
Freehold Regional High School District
Board of Education



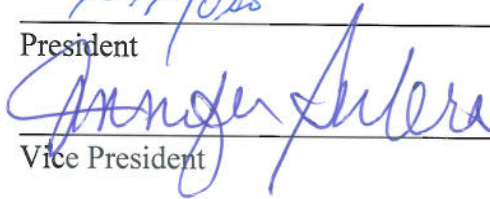
President



Vice President



President



Vice President

**FREEHOLD REGIONAL HIGH SCHOOL
SUPERVISORS' ASSOCIATION SALARY GUIDES
Schedule A**

<u>MA STEP</u>	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>
1	83,000	84,000	85,000
2	84,250	85,000	86,000
3	86,000	86,250	87,250
4	88,000	87,750	88,750
5	90,000	89,500	90,750
6	92,250	92,000	93,750
7	95,250	95,000	96,750
8	98,500	98,500	100,250
9	102,000	102,000	103,750
10	105,500	106,000	107,500
11	109,000	110,000	111,250

<u>MA +30 STEP</u>	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>
1	86,000	86,000	87,000
2	87,250	87,500	88,000
3	89,000	90,000	89,250
4	91,000	92,500	91,000
5	93,500	95,000	93,750
6	96,000	97,500	96,750
7	99,000	100,500	99,750
8	102,000	103,500	103,250
9	105,000	106,500	106,750
10	108,500	109,500	110,500
11	112,000	113,000	114,250

SALARY GUIDE FOR DOCTORAL PROGRAM

A Supervisor who has received his/her degree as a Doctorate from an accredited College or University shall be paid the sum of Two Thousand Dollars (\$2,000.00) per school year.

LONGEVITY

The following Longevity plan is established based upon years of service as a Supervisor in the District:

<u>UPON COMPLETION OF</u>	<u>ANNUAL LONGEVITY</u>
Three years of service	\$ 500.00
Six years of service	\$1,000.00
Eight years of service	\$1,500.00
Fifteen years of service	\$2,500.00

All Supervisors hired July 1, 2010 and later will not receive any longevity. Those Supervisors hired before July 1, 2012 will receive the longevity earned by July 1, 2012 and will maintain that longevity as long as they are District employees. No additional longevity increments will be added to any Supervisor's salary.

**FREEHOLD REGIONAL HIGH SCHOOLSUPERVISORS' ASSOCIATION
BENEFITS PREMIUM CONTRIBUTION RATES
Schedule B**

HEALTH BENEFITS CONTRIBUTION FOR SINGLE COVERAGE
(PERCENTAGE OF PREMIUM)

<u>Salary Range</u>	<u>Employee Premium Contribution</u>
less than 20,000	4.50%
20,000-24,999.99	5.50%
25,000-29,999.99	7.50%
30,000-34,999.99	10.00%
35,000-39,999.99	11.00%
40,000-44,999.99	12.00%
45,000-49,999.99	14.00%
50,000-54,999.99	20.00%
55,000-59,999.99	23.00%
60,000-64,999.99	27.00%
65,000-69,999.99	29.00%
70,000-74,999.99	32.00%
75,000-79,999.99	33.00%
80,000-94,999.99	34.00%
95,000 and over	35.00%

HEALTH BENEFITS CONTRIBUTION FOR FAMILY COVERAGE
(PERCENTAGE OF PREMIUM)

<u>Salary Range</u>	<u>Employee Premium Contribution</u>
less than 25,000	3.00%
25,000-29,999.99	4.00%
30,000-34,999.99	5.00%
35,000-39,999.99	6.00%
40,000-44,999.99	7.00%
45,000-49,999.99	9.00%
50,000-54,999.99	12.00%
55,000-59,999.99	14.00%
60,000-64,999.99	17.00%
65,000-69,999.99	19.00%
70,000-74,999.99	22.00%
75,000-79,999.99	23.00%
80,000-84,999.99	24.00%
85,000-89,999.99	26.00%
90,000-94,999.99	28.00%
95,000-99,999.99	29.00%
100,000-109,999.99	32.00%
110,000 and over	35.00%

HEALTH BENEFITS CONTRIBUTION FOR
MEMBER/SPOUSE/PARTNER OR PARENT/CHILD COVERAGE
(PERCENTAGE OF PREMIUM)

<u>Salary Range</u>	<u>Employee Premium Contribution</u>
less than 25,000	3.50%
25,000-29,999.99	4.50%
30,000-34,999.99	6.00%
35,000-39,999.99	7.00%
40,000-44,999.99	8.00%
45,000-49,999.99	10.00%
50,000-54,999.99	15.00%
55,000-59,999.99	17.00%
60,000-64,999.99	21.00%
65,000-69,999.99	23.00%
70,000-74,999.99	26.00%
75,000-79,999.99	27.00%
80,000-84,999.99	28.00%
85,000-99,999.99	30.00%
100,000 and over	35.00%