

**NEGOTIATIONS AGREEMENT**  
**between**  
**UPPER FREEHOLD REGIONAL**  
**BOARD OF EDUCATION**  
**and**  
**UPPER FREEHOLD REGIONAL**  
**ADMINISTRATORS ASSOCIATION**

**1994 to 1997**

**ARTICLE 1**  
**RECOGNITION**

1.1 In accordance with Chapter 123, Public Laws of 1974, the Board of Education recognizes the Upper Freehold Regional Administrators Association as the exclusive representative for collective negotiations concerning terms and conditions of employment for the following certified administrative personnel, employed by the Board of Education:

Principals, Vice Principals and Directors

- 1.2 All other individuals employed by the Board of Education not specifically enumerated above are excluded from the negotiations unit.
- 1.3 Unless otherwise indicated, the term Administrator, when used hereinafter in this agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined.
- 1.4 The term "Association" as referred to hereafter in this agreement shall refer to the Upper Freehold Regional Administrators Association.

**ARTICLE 2**  
**NEGOTIATIONS PROCEDURE**

2.1 The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws of

1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment of administrative personnel. Such negotiations shall begin no later than October 1 of the calendar year preceding the calendar year in which this Agreement expires. Any agreement so negotiated shall apply to all members, be reduced to writing, be signed by the Board and the Association.

- 2.2 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.
- 2.3 The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals and make counter proposals in the course of negotiations.
- 2.4 Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment are applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any employee's benefits existing prior to its effective date.

### **ARTICLE 3**

#### **GRIEVANCE PROCEDURE**

- 3.1 Definition  
A grievance is to be defined as a complaint or claim that there has been an improper application, interpretation or violation of any term or provision of this contract or any questions relating to terms and conditions of employment.
- 3.2 Purpose  
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 employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
- 3.3 Procedure
  - 3.31 A grievance may be filed by an individual member, a group of members or by the Association.
  - 3.32 A grievance will be considered initiated when a grievant discusses the grievance with his/her immediate supervisor,

except in the case where the association is the grievant, then it shall be initiated at the next step. If the grievance is not resolved within seven (7) working days after the discussion, the grievance shall be submitted in writing to the Superintendent of Schools. The Superintendent shall schedule a hearing with the grievant within seven (7) working days after receipt of the written grievance. If the grievance is not resolved within fourteen (14) days, in writing, the Superintendent shall schedule a hearing with the board of education within thirty (30) calendar days. The board shall render a decision in writing within ten (10) working days.

- 3.33 If the grievant is not satisfied with the decision, the grievance shall be submitted to the NJ Public Employee Relations Commission and/or American Arbitration Association. The decision of the arbitrator shall be advisory and non-binding on both parties and the fees and expenses of the arbitrator shall be borne equally by both parties.

## ARTICLE 4

### ADMINISTRATOR RIGHTS

- 4.1 The Board and the Association recognize the right of Administrators to join or to refrain from joining this employee organization.
- 4.2 The Board and Association agree that there shall be no reprisal of any kind taken against any administrator by the reason of his/her membership in or refusal to join the Association.
- 4.3 When the Board of Education requires an Administrator to appear before such body for a disciplinary hearing, said Administrator shall be advised of reasons, in writing, at least five (5) working days prior to such meeting, and shall be entitled to have a person of his/her own choosing present to advise and represent him/her. This procedure is not meant to restrict, limit, or bypass the provisions of New Jersey Statutes Title 18A:6-10.
- 4.4 No employee shall be disciplined, reduced in rank or compensation or deprived of any professional advantage without just cause, as defined in 18A:28-3. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure and limitations as set forth in Article III.

## ARTICLE 5

### INSURANCE COVERAGE

5.1 The Board of Education shall provide medical, dental and prescription coverage for both employee and dependents where applicable, in accordance with the CIGNA plan.

Those staff members who work 20 or more hours per week will continue to be eligible for and entitled to insurance coverage.

At the commencement of the second year that the CIGNA plan is in effect, any employee who elects to waive medical benefits will receive, in lieu thereof, the following cash payments:

Single Coverage	\$1000
Parent/Child	\$1250
Husband/Wife	\$1750
Family	\$2000

At the same point in time, any employee who elects to waive dental or prescription benefits will receive, in lieu thereof, the following cash payments:

Dental	\$100
Prescription	\$200

5.2 Family coverage in the Employee Assistance Program shall be provided at no cost to the Administrator.

5.3 Paid disability insurance shall be provided in the amount of 60% of the basic monthly earnings, with a 60 calendar day elimination period.

5.4 Each administrator shall receive a Supplemental Health Benefit providing reimbursement of up to \$900 to cover those medical, dental and vision expenses not covered by the Upper Freehold Regional District's Health Benefit or Workers Compensation plans.

## **ARTICLE 6**

### **VACATIONS**

- 6.1 A maximum of twenty-two (22) earned vacations days per annum shall be provided to administrators, accruing at the rate of two (2) vacation days for each month of employment.
- 6.2 Vacation days may be taken during the time school is in session with prior approval of the Superintendent or his/her designee.
- 6.3 A schedule of requested vacation days that will be taken over the summer will be submitted to the Superintendent for his approval.
- 6.4 Administrators shall not be required to work on any school holidays.

## **ARTICLE 7**

### **COURSE REIMBURSEMENT**

- 7.1 Requirements and Procedures: In order to be eligible, a member must:
  - 7.11 Possess a NJ Supervisor, Principal or School Administrator certificate.
  - 7.12 Possess a BA or BS degree
  - 7.13 Present evidence in the form of an official college transcript or in-service "Professional Improvement Course Certificate" from the college which gives evidence of successful completion of the course(s).
  - 7.14 The course must be pre-approved by the superintendent and be completed between July 1, 1994 and June 30, 1997.
  - 7.15 Be employed by the Board of Education at the time that reimbursement is to be made.

**7.2 Schedule of Limits:**

**7.21 Reimbursement will be the cost of tuition and fees up to the maximum of \$625 per member for the 1994 - 1997 school year.**

**7.22 Requests for reimbursement should be submitted to the Superintendent.**

**7.23 Payment will be made to the member within thirty (30) days of submission of evidence of satisfactory completion of a course to the Superintendent.**

**ARTICLE 8**

**TRAVEL AND MEAL ALLOWANCE**

**8.1 Administrators shall be reimbursed at the IRS rate per mile when that mileage is as a result of the performance of their administrative duties.**

**8.2 Administrators shall be reimbursed for meals up to a maximum of \$30 per day when they are away from the district in the performance of their administrative duties.**

**ARTICLE 9**

**TEMPORARY DAYS OFF**

**9.1 Personal Days - Up to three (3) days of absence for personal, legal, business, household or family matters, including illness in the family, which require absence during school hours may be provided per annum to administrators at the discretion of the Superintendent.**

**9.2 Bereavement Days - Up to five (5) days will be allowed without loss of pay in the event of a death in the immediate family, i.e. Grandfather, Grandmother, Father, Father-in Law, Mother, Mother-in-Law, Husband, Wife, Child, Brother, Sister. An allowance of one (1) day per year in case of the death of a relative not heretofore mentioned.**

- 9.3 **Legal Leave Days** -Time necessary for appearances in any legal proceeding connected with the member's employment or with the school system shall be provided.
- 9.4 **Military Leave Days** - Up to two (2) weeks shall be allowed for persons called into temporary active duty of any unit of the U.S. reserves or the State National Guard. An administrator shall be paid the regular pay in addition to any pay which he or she receives from the State or Federal Government.
- 9.5 **In Addition to Sick Leave** - Leaves taken pursuant to Article 9 shall be in addition to any sick leave to which the administrator is entitled by law.

## ARTICLE 10

### SICK DAYS

- 10.1 Administrators are entitled to fifteen (15) sick days per school year. Unused days will accumulate without limit.
- 10.2 **Extended Sick Leave** - When absence, under the circumstances described in NJSA 18A:30-1, exceeds the annual accumulated sick leave, the Board, in its sole discretion, may grant additional sick days.
- 10.3 **Maternity Leave** - The board shall grant leaves of absence for medical reasons associated with pregnancy and birth including false pregnancy and termination of pregnancy to pregnant members on the same terms and conditions governing leaves of absence for other illnesses or temporary disabilities as set forth in NJSA 18A:30-1, et. seq. and Title 9 of the Federal Education Act and Amendments of 1972. Requests for maternity leave must be submitted at least ninety (90) days prior to the onset of the leave.
- 10.4 A member returning from a leave of absence due to pregnancy, false pregnancy, termination of pregnancy or birth shall be entitled to all benefits to which members 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 to any non-tenured member who would not otherwise have been granted tenure or to offer a new contract

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

- 10.5 Accumulated Sick Leave Retirement/Death Benefit Plan - Any administrator who retires/dies with at least fifteen (15) years of service with the Upper Freehold Regional School District and has accumulated 50% of his/her sick leave at the time of retirement/death, will be compensated for accumulated sick leave at the rate of \$15 per day.

Written notice of intent to retire must be submitted to the Superintendent's Office ninety (90) days prior to the issuance of the accumulated sick leave retirement/benefit.

## **ARTICLE 11**

### **PROFESSIONAL DUES**

- 11.1 The Board will provide Administrators with \$335 per annum for professional dues.

## **ARTICLE 12**

### **PERSONNEL RECORDS**

- 12.1 An administrator shall have the right, upon request, to review the contents of his or her personnel file. All such actions must be performed in the presence of the Superintendent of Schools.
- 12.2 Where an administrator disagrees with statements placed in his/her personnel file, he/she had the right to indicate his/her disagreement in writing and have such included in his personnel folder.



**ARTICLE 13**

**CHILDREN OF ADMINISTRATORS**

13.1 Children of Administrators not domiciled in the regional school district who are enrolled in the Upper Freehold Regional School District during the 1989 - 1990 school year shall be permitted to continue on roll without payment of tuition. Beginning with the 1990 - 1991 school year children not heretofore enrolled shall only be enrolled without payment of tuition upon the recommendation of the Superintendent after considering the impact on the school district in terms of class size, cost and staff workload. This restriction shall not apply to administrators employed and working prior to July 1, 1990.

**ARTICLE 14**

**SALARY**

14.1 Each administrator shall receive a salary increase in accordance with the following schedule:

1994 - 1995	-	\$2423 per member
1995 - 1996	-	\$2775 per member
1996 - 1997	-	\$3002 per member

**ARTICLE 15**

**BOARD RIGHTS**

The Board of Education reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this agreement, in accordance with applicable laws and regulations to:

- 15.1 Hire, promote, transfer, assign and retain employees in positions in the school district;
- 15.2 Suspend, demote, discharge, or take other disciplinary action against employees for just cause and in a manner which will allow employees due process;

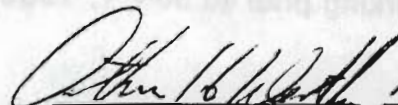
15.3 Maintain the efficiency of the school district operations entrusted to it;

15.4 Take whatever actions may be necessary to carry out the mission of the school district in situations of emergency;

15.5 Relieve employees from duty because of a lack of needed professional services due to an enrollment decline or for other legitimate reasons.

For the Board

For the Association

  
Board President

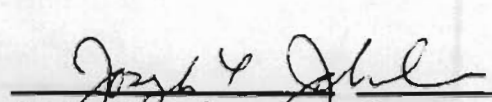
11/16/94  
Date

  
Association President

11/26/94  
Date

  
Board Negotiations  
Chairperson

11/16/94  
Date

  
Association Secretary

11/5/94  
Date

ADMINISTRATORS  
SALARY SCHEDULE

	1994-95		1995-96		1996-97	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
HIGH SCHOOL PRINCIPAL	\$74,252	\$82,118	\$77,027	\$84,893	\$80,029	\$87,895
HIGH SCHOOL VICE PRINCIPAL	\$61,936	\$76,943	\$64,711	\$79,718	\$67,713	\$82,720
ELEMENTARY SCHOOL PRINCIPAL	\$68,715	\$78,496	\$71,490	\$81,271	\$74,492	\$84,273
ELEMENTARY SCHOOL VICE PRINCIPAL	\$53,319	\$54,173	\$56,094	\$56,948	\$59,096	\$59,950
DIRECTOR*	\$69,388	\$82,325	\$72,163	\$85,100	\$75,165	\$88,102
DIRECTOR OF ATHLETICS	\$56,890	\$65,041	\$59,665	\$67,816	\$62,667	\$70,818
DIRECTOR, BUILDINGS & GROUNDS	\$51,793	\$56,761	\$54,568	\$59,536	\$57,570	\$62,538

\*INCLUDES:

CURRICULUM & INSTRUCTION

SPECIAL SERVICES

COMPUTER LEARNING & INFORMATION NETWORK

