

AGREEMENT

Between

THE OLD BRIDGE TOWNSHIP SUPERVISORS' ASSOCIATION

And

THE OLD BRIDGE TOWNSHIP BOARD OF EDUCATION

2009-2012

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ARTICLE I

RECOGNITION

- A.** The Board hereby recognized the Old Bridge Supervisors' Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for all certified personnel as follows: Subject Area Supervisors, Supervisor of Special Education and Pre-School, Supervisor of Athletics, Supervisor of Guidance, and Supervisor of Technology.
- B.** Unless otherwise indicated, the term "Supervisor" shall refer to all professional employees in the negotiating unit as above defined.

ARTICLE II

NEGOTIATION PROCEDURE

- A.** The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws, 1974, of the State of New Jersey.
- B.** The Board shall make available to the Association non-confidential data and information as may be relevant to the negotiation of proposals.
- C.** Neither party shall control the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall have authority to make proposals, consider proposals and make counter-proposals in the course of negotiations. Any agreement arrived at by the negotiating representatives will be submitted to the School Board and the Membership of the Association for ratification, decision, or vote. Any agreements of the parties in negotiations after being reduced to writing and signed will become binding for the period of the agreement.
- D.** Nothing herein shall be construed to prevent any official from meeting with an employee organization for the purpose of hearing the views and requests of its members in such unit so long as (a) the majority representative is informed of the meeting; (b) any changes or modifications in terms of conditions of employment are made only through negotiations with the majority representative; and (c) a minority organization shall not process grievances.
- E.** 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 III

GRIEVANCE PROCEDURE

A. Definition

A “grievance” is a complaint about the interpretation, application, or alleged violation of policies, agreements, or administrative decisions affecting a Supervisor, a group of Supervisors or the Association.

B. 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 the welfare or terms and conditions of employment of Supervisors. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. A grievance shall be filed within thirty (30) calendar days of the date of the grievance.
2. **Level One:** A Supervisor with a grievance shall first discuss it with his immediate superior; either directly or through the Association’s designated representative with the objective of resolving the matter informally.
3. **Level Two:** If the aggrieved person is not satisfied with the decision on his/her grievance at Level One, or if no decision has been rendered within five (5) school days after presentation of the grievance he/she may file the grievance in writing with the Association within ten (10) school days after the decision at Level One or five (5) school days after the grievance was presented, whichever is sooner. Within ten (10) school days after receiving the written grievance, the Association shall refer it to the Superintendent of Schools.
4. **Level Three:** If the aggrieved party is not satisfied with the decision on his/her grievance at Level Two, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Superintendent, whichever is sooner, he/she may request in writing that the Association submit the grievance. within fifteen school days to the Board of Education. The Board, or a committee thereof, shall review the grievance and shall hold a hearing with the employee and render a decision in writing fifteen calendar days after the receipt of the grievance by the Board or the date of the hearing with the employee, whichever comes later.

The Board's committee shall conduct a fair and equitable hearing on the matter. (If the fairness and equitableness of the Board hearing is challenged by the Association, such challenge shall be made in writing within five (5) days after the hearing). The Board will render a decision in writing within ten (10) days of the conclusion of the hearing unless there is a challenge to the fairness and equitableness of the hearing. The decision of the Board of Education in grievances of a non-renewal of a non-tenure Supervisor's contract shall be final and no further appeal to arbitration shall be allowed.

- 5. Level 4:** If the Association is not satisfied with the disposition of its grievance at Level Three or if after fifteen school days, the Board of Education has not established a future date for a hearing; the Association may submit the grievance to arbitration, except that the non-renewal of a non-tenured Supervisor's contract shall not be subject to arbitration.

The Association shall request a list of arbitrators from the Public Employment Relations Commission. The parties shall then be bound to the rules and procedures of the Public Employment Relations Commission in the selection of an arbitrator.

The designated arbitrator shall function under the rules and regulations of the Public Employment Relations Commission. The arbitrator's decision shall be final and binding on the parties. The arbitrator shall be limited to the controversy submitted and shall not be permitted to add to or subtract from the Agreement.

The costs for the services of the arbitrator shall be jointly shared by the Board and the Association.

D. Miscellaneous

- 1.** Grievance meetings will be held within five (5) school days.
- 2.** The disposition of the grievance shall not be entered into a Supervisor's file. A separate file for grievances will be maintained.
- 3.** Filing grievances, serving notices, taking appeals, making reports and recommendations shall be done in the form of a letter.
- 4.** Decisions rendered in the grievance procedure shall be in writing setting forth the decisions and the reasons therefore, and shall be submitted promptly to all parties in interest.

E. Rights of Supervisors to Representation

Any aggrieved person may be represented at all levels of the grievance procedure, either by him or herself or, as an option, by a representative selected or approved by the Association. Copies of grievances formally submitted by an individual shall be forward to the Association.

ARTICLE IV

SUPERVISORY EMPLOYEE RIGHTS

A. Just Cause Provision

No Supervisor shall be disciplined or reduced in rank or compensation without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure and the limitations as set forth in Article III.

B. Required Meetings and Hearings

Whenever any Supervisor is required to appear before the Superintendent, Board or any committee or member thereof concerning any matter that could affect the status of his/her employment, he/she shall be given prior notice of no less than one week (which will be in written form) stating the reason(s) for such meeting or interview and shall have a representative (s) of the Association and/or attorney present to advise and represent him/her during such a meeting or interview. The Superintendent will be notified as to the intent of the Association member to be represented in such a meeting/interview by an attorney. The Superintendent shall have five (5) school days to arrange for attorney representation.

Any suspension shall be in accordance with provisions of 18A:25-6 and shall be with pay in compliance with 18A:6-8.3 until a formal determination by the appropriate authority.

In the event the employee has not requested Association representation, the Association shall have the right to be present to protect the rights of the Association.

C. Criticism of Supervisory Employees

Any criticism by an Administrator or Board member of a Supervisor shall be made in confidence and not in the presence of teachers, parents, students or at a public gathering. Any complaints regarding a Supervisor made to an Administrator or Board member must be made in writing. The Supervisor shall be given an opportunity to respond to and/or rebut such complaint and shall have the right to be represented by the Association or legal counsel at any meetings or conferences regarding such complaint.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. Released Time for Meetings

Whenever any Association member is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in pay and/or benefits.

ARTICLE VI

EVALUATION

A. Right to Full Knowledge

The Board of Education and Superintendent of Schools subscribe to the principle that a Supervisor has the right to full knowledge regarding the judgment of his/her superiors respecting the effectiveness of his/her performance and that, further, he/she is entitled to receive such recommendations that will assist him/her in increasing the effectiveness of his/her performance.

B. Frequency of Review

An annual performance evaluation shall be completed for each tenured Supervisor no later than May 1st, non-tenured by April 1st.

C. Evaluation Procedures

1. Copies of Reports

Each Supervisor shall sign all copies of each written evaluation, attesting to the fact that the contents of the evaluation are known to him/her. No written evaluation may become part of a Supervisor's personnel file without the Supervisor's signature. Further, each Supervisor shall receive a copy of each written evaluation.

2. Rights of Supervisor to Respond

A conference shall be arranged between the evaluator and the Supervisor as soon as possible after receipt of the written evaluation by the Supervisor. At such time, the Supervisor is entitled to have his/her response to the evaluation heard and appended to the evaluation report.

- 3.** Each non-tenured Supervisor shall receive written notice, prior to May 15th of each year, whether or not the Superintendent intends to recommend a renewal of contract for the ensuing year.

D. Review of Personnel File

A Supervisor shall have the right upon request to review the contents of his/her personnel file after providing prior notice of three (3) school days to the Superintendent or his/her designee. A Supervisor shall be entitled to have a representative of the Association accompany him/her during such review.

At least once every three (3) years a Supervisor shall have the right to indicate those documents and/or materials in his/her file which he/she believes to be obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the Superintendent or designee, and if in the Superintendent's or designee's opinion they are obsolete or otherwise inappropriate to retain, the said documents will be returned to the Supervisor. The Superintendent's or designee's determination shall be final.

ARTICLE VII

LEAVES OF ABSENCE

A. Sick Leave

1. All ten month Supervisors are granted ten days of sick leave annually. All twelve month Supervisors are granted twelve days of sick leave annually. All unused sick leave shall be cumulative.
2. Any Supervisor commencing employment after the start of the school year shall receive sick days equal to one (1) day per month or major fraction thereof.
3. Supervisors accruing 100 sick days and personal days who leave the district after twenty years of service or retire shall be reimbursed 50% pay for each accumulated day up to a maximum of 200 days based on the per diem rate established by the Supervisors' final year's salary.
4. Additional sick leave payment: After accruing a minimum of 50 sick days in their bank, employees can request payment for up to ten (10) additional sick days earned during the fiscal year. Days will be capped at a maximum of \$300 per day. The total district payout will be capped at \$6,000 per year for a total of \$18,000 for all three years; this amount is cumulative for the entire group. Any days not paid for will be returned to the sick day bank. This is an employee's choice, voluntary; they do not have to cash in their days.

B. Death in Immediate Family and Immediate Family of Husband or Wife

Five (5) consecutive weekdays including a holiday falling on a weekday but excluding weekends shall be allowed each employee without deduction of pay for death in the immediate family. Immediate family includes father, mother, stepfather, stepmother, wife or husband, brother, sister, brother-in-law, sister-in-law, son or daughter, mother-in-law, father-in-law, and grandparents living anywhere or others living within the household of the employee. Exceptional cases may be approved by the Superintendent of Schools. One (1) day at any one time shall be allowed each Supervisor, without deduction of pay, for deaths of aunts, uncles, niece or nephew.

C. Personal Leave

Two days per year shall be granted each Supervisor, without deduction of pay, for personal reasons. Except in emergencies, personal leave request are to be submitted for approval five (5) days prior to the initial date of leave. Personal days shall not be granted before or after holidays or vacation recess periods, excepted in cases of documented emergencies. Emergency requests will be acted upon immediately.

D. Professional Leave

Each Supervisor shall be allowed professional time for attendance at conferences, meetings, professional visitations, etc., without deduction of pay, with the approval of the Superintendent or designee.

E. Extended Leaves

Supervisors while on extended leave without pay shall have the option to continue paying premiums for health/insurance benefits regularly provided by the Board. All benefits to which a Supervisor was entitled at the time his/her leave of absence commenced, including unused accumulated sick leave, and prior supervisory position shall be restored to him/her upon return.

ARTICLE VIII

SABBATICAL LEAVE

- A.** Supervisors shall be eligible to apply for sabbatical leave for the purpose of study or educational travel after completion of seven (7) continuous years of employment in the Old Bridge Township School District.
- B.** Applications for sabbatical leave are to be submitted to the Superintendent no later than March 1st preceding the year in which the sabbatical leave is intended to be taken. A plan of study or educational travel is to be submitted with the application.
- C.** If requested, the Superintendent shall recommend and the Board shall grant at least one (1) Supervisor every third year a sabbatical leave as determined by the Superintendent to be in the best interest of the district.

- D.** The term and the compensation of the sabbatical leave shall be for one (1) year at half pay. This compensation will be determined by the Supervisor's guide for that effective year.
- E.** All awards under the Sabbatical Leave Program are contingent upon the participants return to the staff of the Old Bridge Township School District for a minimum of one (1) year immediately after completion of his/her sabbatical leave.
- F.** Any changes in study or educational travel plan must receive prior written approval of the Superintendent
- G.** Each Supervisor applicant shall receive a written explanation as to the reasons for the denial of sabbatical leave by April 1st of the year of application.

ARTICLE IX

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

- A.** MA + 30 credits of the salary guide shall include all graduate courses and in-service courses authorized by the Superintendent of Schools and approved by the Board of Education.
- B.** All course work taken for salary credit must have prior approval from the Superintendent of Schools.
- C.** Criteria for allocating course credit beyond the BA degree
 - 1.** A Supervisor may be granted credit on the salary guide for courses taken beyond the MA degree. Such credit will be granted for courses accepted as part of a matriculated program in education at a duly accredited institution leading toward the MA degree and for courses taken in education, at a duly accredited institution for professional improvement authorized by the Superintendent of Schools.

In-service courses authorized by the Superintendent of Schools and approved by the Board of Education requiring Supervisor attendance are paid for by the school district and participants are eligible to receive in-service credit for salary purposes.

Article IX
Professional Development and Educational Improvement- Continued
Page 10

2. In order to receive course credit, Supervisors must submit to the Superintendent, no later than ten school days prior to registration, an application for approval for courses. Supervisors will include with the said application substantiation of the value of the course based upon the following guidelines:
 - a. That the course is directly related to his/her present assignment as a Supervisor. Content, method and guidance courses would be creditable only on the level of the person's present assignment or certification.
 - b. That the course has relevance to and value in the present assignment of the Supervisor.
 - c. Credit will not be given for duplication of courses where the basic content is unchanged.
 - d. A minimum of twenty hours of course work will be required for two (2) in-service credits.
 - e. In order to receive tuition reimbursement and advancement on the salary guide a grade of B or better must be achieved.
3. Courses for approved credit are intended to improve the performance of the Supervisor and are expected to directly benefit the school district.
4. Final interpretation of the guidelines and the Supervisor's substantiation shall be left to the discretion of the Superintendent of Schools.
5. Beginning July 1989 reimbursement to all supervisors for courses taken for professional development and educational improvement shall be increased to a maximum of six (6) credits at an amount equal to the tuition charged by the State colleges or Rutgers University.

Reimbursement to all supervisors for courses taken for professional development at any recognized university or college, and/or any state recognized program shall not exceed the current tuition charged by Rutgers University for a maximum of six (6) credit hours per calendar year.

D. Incremental increase for advanced degrees:

	2009-2010	2010-2011	2011-2012
MA +30	\$1,000	\$1,000	\$1,000
Ph.D./EdD	\$2,000	\$2,000	\$2,000

ARTICLE X

INSURANCE PROTECTION

A. Effective September 1, 2009, the Board of Education's share of medical insurance for 2009-2012 shall be as follows:

1. The Board will pay 100% of the cost of the School Employees' Health Benefits Program, (SEHBP), NJ Direct 10, NJ Direct 15, Aetna HMO or Cigna Healthcare at employee's choice.
There will be NO contribution to premium cost.
2. An opt out provision will be available at the following rates:

Single	\$2,000
Parent/child	\$2,000
Member/Partner	\$3,000
Family	\$3,500
3. The Board will pay 100% of the cost of a prescription plan which shall be administered through Benecard, (prescription plan subject to a fifteen dollar (\$15.00) employee co-payment), retaining mandatory generics.
4. The Board will pay 100% of the cost of a dental plan equal to Horizon Blue Cross/Blue Shield Dental Program - plan deductibles shall be \$75 individual/\$150 family. A passive dental PPO Network will be provided in addition to the traditional dental program.
5. The Board will pay 100% of the cost of an employee optical plan equal to the Vision Service Plan as administered by Paid Vision.
6. For purposes of insurance coverage as contained herein above and below, the annual coverage period shall commence on September 1st and shall terminate on August 31st of each year.
7. Non-Tenure Benefits:
 - a) Non-tenure staff who receive benefits and who are given a Sixty Day Notice of Release for cause shall continue to receive benefits for sixty (60) consecutive calendar days following the last day on which they were required to report to work.

- b) Non-tenure staff who receive health benefits and who receive a Non-renewal Notice for Reasons of Economy shall continue to receive benefits through August 31st of the employment year during which the notice was issued.
- c) For purposes of this section, those employees who receive health benefits but are not eligible to accrue tenure shall be treated as those employees in similar circumstances as outlined herein above.

8. Entitlement While on Leave:

- a) Employees on leave pursuant to federal and/or state Family Leave Act provisions shall have their benefits continue and be paid for by the Board during said leave.
- b) Employees on uncompensated leave of absence for personal or educational reasons (exclusive of **Article VIII**, Sabbatical Leave) and in accordance with Board Policy shall not be entitled to insurance benefits as provided herein paid for by the Board provided herein while on said leave.
- c) Employees on Sabbatical Leave, in accordance with **Article VIII**, shall continue to receive benefits as contained herein paid for by the Board.
- d) Employees on leave of absence due to disability, including those female employees on leave for maternity related disability, shall continue to receive benefits as provided herein paid for by the Board. Regarding disability related to maternity, the standard is thirty (30) consecutive calendar days immediately preceding and thirty (30) consecutive calendar days immediately following the delivery of the child. Said period of disability may be extended either before, after or in both instances through appropriate physician's certification.
- e) Employees on unpaid personal leave of absence for Child Rearing purpose shall continue to receive benefits as provided herein paid for by the Board for the first six (6) consecutive months immediately following the period of disability related to pregnancy in such cases where the leave is contiguous with the termination of the maternity related disability. For male employees said benefit period for Child Rearing leave shall be for the first six (6) consecutive months of the unpaid leave.

- f)** Employees who adopt a child shall continue to receive benefits as provided herein paid for by the Board for the first six (6) consecutive months immediately following the adoption of the child. This condition shall apply to both male and female employees.
- g)** Employees on an unpaid leave of absence for personal illness or injury shall continue to receive benefits as provided herein paid for by the Board for twelve (12) consecutive months commencing with the date of said unpaid leave. For purpose of this clause, unpaid leave shall presume to commence on the date immediately following the exhaustion or conclusion of paid leave.
- h)** For those employees eligible for and in possession of tenure or for those employees who are not eligible to accrue tenure but have more than three (3) consecutive years of employment with the Board and who may be on an unpaid leave for personal illness or injury and who have exhausted the twelve (12) month entitlement as expressed herein above shall be eligible to apply for and/or reapply for a continuation of benefits as provided herein paid for by the Board for additional periods of twelve (12) months.

B. Retirement Medical Insurance

- 1.** Effective July 1, 1995 employees completing at least twenty-five (25) years of service in the Old Bridge system shall be eligible for certain medical benefits upon retirement. Such retirement, to be eligible for medical benefits, shall mean that the employee will be receiving a pension from T.P.A.F. or P.E.R.S. (excluding deferred retirements).
- 2.** The Board of Education shall cease providing district medical benefits for employees who retire effective July 1, 2000, or thereafter. Employees who have retired prior to that date shall continue to receive retirement medical insurance as prior contracts provided.
- 3.** The Board of Education will provide surviving spouse coverage for employees completing at least twenty-five (25) years of service in the Old Bridge system and who are eligible for health benefits from the State of New Jersey and enroll in the New Jersey State health Benefits Program after retirement.

C. Blanket Liability Insurance.

The Board will pay 100% of the cost of blanket liability insurance, or may choose to self-insure for the same, for teachers which provides the following benefits:

Pursuant to Title 18A, Section 16-6, Paragraph 4, every employee of the Board will be saved harmless from any judgment against him resulting from his performance of duly authorized duty required by the Board.

ARTICLE XI

SUPERVISORY CONFERENCES

A. Costs for participation in seminars, workshops, conventions, conferences, convocations as may be incurred by Supervisors and with the Superintendent's approval shall be borne by the Board of Education.

B. Supervisors shall be reimbursed for costs related to attendance at seminars, workshops, conferences or other professional days approved by the Superintendent up to a maximum of:

- 2009- 2010 - \$999
- 2010- 2011 - \$999
- 2011-2012 - \$999

If any employee is otherwise employed after retirement, and that employee receives health benefits from that employment, then these benefits shall cease.

ARTICLE XII

ADMINISTRATIVE VACANCIES

A. All vacancies which shall be known to occur during the following year will be forwarded to the President of the Supervisor's Association no later than April 30th of each school year.

B. All Supervisors are entitled to apply for advancement and shall be considered the same as any other candidate.

- C. Promptly after the Board makes its selection the Superintendent shall notify the applicants and the Association, thereof, in writing. Grievances by an unsuccessful applicant must be filed, in order to be considered, not later than five (5) school days after receipt of notice of the selection.

ARTICLE XIII

MISCELLANEOUS SALARY PROVISIONS

- A. Beginning July 1, 2009, the following percentages of the aggregate will be applied toward the salary guide:
- 2009-2010 3.5%
 - 2010-2011 3.4%
 - 2011-2012 3.3%
- B. Supervisors may individually elect to have a designated amount of their monthly salary deducted from their pay for Summer Savings or investment purposes.
- C. The Board shall provide automatic payroll deduction for a Supervisor's Annuity program.
- D. All Supervisors shall be eligible to participate in the U.S. Savings Bond automatic payroll deduction plan.
- E. The Board shall continue to deduct the premiums for individual Prudential coverage.
- F. Supervisors must participate in direct deposit of paychecks to a financial institution of their choice.
- G. District employees who are promoted to a twelve (12) month supervisor's position shall not be compensated during the first school year of employment less than the compensation (exclusive of non-pensionable compensation) specified in their previous ten (10) month contract.

ARTICLE XIV

MISCELLANEOUS PROVISIONS

RETROACTIVITY

- A. All provisions of this agreement shall be retroactive to July 1, 2009 unless otherwise stated.
- B. All supervisors shall not teach a class
- C. All supervisors shall schedule and provide one demonstration lesson within their primary subject area certification per week in the **2009-2010 and the 2010- 2011 and 2011-2012** school years.
- D. Supervisors shall be required, as part of their normal duties to assist with curriculum development and articulation and supervision of staff, grades K – 12.
- E. Ten (10) month Supervisors shall work no more than one hundred ninety-nine (199) days, which shall include the day of high school graduation, and the additional three (3) professional days (the same that are worked by the Old Bridge Principals Association) in the 2009-2012 contract. The remaining days over and above the normal school year, shall be scheduled by the Superintendent in consultation with the Supervisors' Association. Said days shall fall between August 20th and July 10th.
- F. If a Supervisor is required by the Superintendent to report to school during the summer months at a time not outlined by this contract said Supervisor shall be compensated at a per diem rate of 1/199 (10 month supervisor) or 1/260 (12 month supervisor) of his base salary.

Article XIV, Section E shall not apply to any supervisor who volunteers to participate in summer interviews without any form of compensation. Both parties agree that no negative connotation shall be attached to the actions of those supervisors who choose not to volunteer to participate.

- G Supervisors shall be relieved of all state testing and exam proctoring assignments.

- H.** Procedural Requirements:
A complaint by any parent, student or other person which may influence the evaluation of a Supervisor shall be processed according to the procedures outlined as follows:
- The Principal shall meet with the Supervisor to apprise the Supervisor of the full nature of the complaint. The Supervisor shall have the right to put in writing a response to any complaint inserted in his file. If the complaint is found to be false by the Superintendent or his representative, all records shall be removed from the Supervisor's file.
- I.** Supervisors who may require using their own automobiles in the performance of their duties shall be reimbursed for all such travel at the rate established by the state government.
- J.** The length of the school day for all members of the Supervisors' Association shall be seven (7) hours and fifteen minutes. Supervisors shall sign in at the beginning of the workday and sign out at the end of the workday.
- K.** Supervisors' assigned to meetings of two (2) hours or more after the normal workday and/or conferences must be approved by a Central Administrator. If a Supervisor is assigned by a Central Administrator to night conferences and/or meetings in excess of twenty in any contract year, they shall receive one half day of compensation time for each such meeting or conference.
- L.** Any Supervisor who has been discharged at the conclusion of the school year as a result of a reduction in force suffers no loss in medical insurance coverage should said Supervisor be rehired for the next contract year. Any voluntary contributions for this coverage paid by said Supervisor during the interim shall be reimbursed by the Board of Education in full as long as no unemployment insurance was collected.
- M.** One (1) member of the Supervisors' Association shall be represented on the District Instructional Council.
- N.** The Supervisor of Athletics shall be required as part of his/her normal duties to supervise and evaluate coaching and teaching staff Grades 9 – 12.
- O.** The starting time of the school day for the Supervisor of Athletics and Supervisor of Guidance shall be no later than 9:00 a.m. and shall consist of no less than seven (7) hours and fifteen minutes.

Article XIV
Miscellaneous Provisions- Retroactivity -Continued
Page 18

P. All 12 month Supervisors shall be compensated in accordance with Schedule A and shall receive an additional eight percent (8%) as a twelve month employee. Compensation is to be paid in twenty-four semi-monthly installments.

Q. Vacation Schedule

The vacation entitlement for all 12 month Supervisors shall be as follows:

- Four (4) weeks (20 days)
- Vacation days shall be non-cumulative
- Vacation entitlement shall be prorated for 12 month supervisors working less than a full year.

R. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law but all other provisions or applications shall continue in full force and effect.

S. The Board shall provide a sum of money up to one hundred dollars (\$100.00) per year to be used by each Supervisor for membership in professional organizations subject to the approval of the Superintendent of Schools. Membership in any form of labor organizations shall be precluded from this allocation policy.

U. Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provision (s) of this Agreement, either party shall do so by telegram or registered letter at the following addresses:

- **If by Association, to the Board at:**
Board of Education
Old Bridge Township Public Schools
4207 Route 516
Matawan, New Jersey 07747

If by Board, to the duly elected president of the Old Bridge Supervisors' Association:

- Dr. Mark Agolia
Old Bridge High School - GNC
4205 Rt. 516
Matawan, New Jersey 07747
Room 108

ARTICLE XV

DURATION OF AGREEMENT

- A. *This AGREEMENT shall be effective as of July 1,2009 and shall be in effect to and including June 30, 2012. This AGREEMENT shall not be extended orally and it is expressly understood that it shall expire on the date indicated.*

Date: _____

IN WITNESS WHEREOF, the parties have hereto caused this AGREEMENT to be signed by their respective Presidents, attested by their respective Secretaries all on the day and year above written.

FOR THE BOARD

Signature

Signature

Date

Date

FOR THE ASSOCIATION

Signature

Signature

Date

Date

SUPERVISORS'
SALARY GUIDE 2009-2012

Supervisor Guides	2009-2012						
		2008-09		2009-10		2010-11	2011-12
Masters							
<i>Step</i>	<i>Number</i>						
1	2	95169		97786		100671	103389
2	0	97719		100486		103471	106339
3	0	100419		103336		106421	109439
4	1	108832		111825		115124	118232
		8%		8946		9210	9459
MA 30							
<i>Step</i>							
1	0	98872		101591		104588	107412
2	0	101672		104541		107638	110612
3	0	104622		107641		110838	113962
4	5	115167		118334		121825	125114
		8%		9467		9746	10009
Doctorate							
<i>Step</i>							
1	0	101696		104493		107575	110480
2	0	104596		107543		110725	113780
3	0	107646		110743		114025	117230
4	3	117392		120620		124179	127531
		8%		9467		9934	10203
Longevity							
<i>DC20</i>	1	2315		3500		3750	3850
<i>DC25</i>	0	3304		4500		4750	4850
<i>DC30</i>	3	4292		5500		5750	5850
site manager		7500		7500		7500	7500
8%							
<i>Eriksen</i>		8707		8946		9210	9459
<i>Minch-Klass</i>		9213		9467		9746	10009
<i>Monahan</i>		9391		9650		9934	10203
<i>Moran</i>		9213		9467		9746	10009
<i>Clementi-Jones</i>		0		0		9746	10009
<i>Ferrara</i>		0		0		9746	10009
Degree increment							
<i>MA+30</i>		800		1000		1000	1000
<i>Doctorate</i>		1600		2000		2000	2000

