

**AGREEMENT BETWEEN**  
**THE NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT**  
**BOARD OF EDUCATION**  
**AND THE**  
**NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT**  
**SUPERVISORS ASSOCIATION**  
**MAY 20, 2010 – MAY 19, 2013**

**PREAMBLE**

This agreement was developed and entered into by the Northern Valley Regional High School District Board of Education, hereinafter referred to as the "Board" and the Supervisors Association, hereinafter referred to as the "Supervisors", shall cover a period of three years May 20, 2010 through May 20, 2013, as detailed in the following paragraphs:

The Board offers the Supervisors the following salary program 2010-2013 on the terms and conditions set forth below:

1. Salaries for 2010-2013 are determined and annexed to this agreement.
2. 3 Personal Days per year, 11 Illness Days per year.
3. The Board shall provide health-care insurance protection as designated below:
  - a. The Board will pay the premium within the guidelines established by the State of New Jersey for employee contributions of all employees and dependents (family) in a plan equal to or better than the SEHBP Direct 10 or any successor plan thereto. Employees who begin their employment on or after July 1, 2010 will be eligible for a plan equal to or better than the SEHBP Direct 15 until they attain tenure.
  - b. Employees shall contribute .5% of salary for the 2010-2011 school year, 1.0% of salary for the 2011-2012 school year and 1.5% of salary for the 2012-2013 school year. The contribution for Health Coverage will not exceed such amount designated by State Legislature.
  - c. Employees may elect to defer health insurance during the transition to a new plan or at the annual open enrollment. The employee will receive \$5,000 or a percentage allowable by the SEHBP in lieu of benefits. Payment schedule will be determined by the date of election to defer health benefits. Re-entry will be determined by open enrollment or all recognized life changing events.
  - d. The Board shall provide and pay the premium for a Dental Insurance Program for the employees and their dependents covered by the Agreement during 2010-2013 contract years.
  - e. The Board shall provide and pay the premium for an Optical Insurance Program for the employees covered by the Agreement during the 2010-2013 contract years.
4. In the event that it should be determined that the statutory medical contribution for health care insurance shall be deemed applicable to the employees covered by this agreement, then, and in that event, this agreement shall nonetheless remain in full force and effect, and the statutory health care contribution shall be deemed to be substituted for such contribution as is specified in paragraph 3 hereof.
5. The bonus for accumulated sick days is as follows:

2010-2011 school year	\$125.00 per day
2011-2012 school year	\$125.00 per day
2012-2013 school year	\$125.00 per day
6. The Supervisors Calendar shall be the Teachers Calendar plus the extra work days for the months of September and June and twenty (20) work days during July/August. It is understood that the summer work schedule will be the first five working days in July and the last five working days in August. Each Supervisor with the Superintendents Office will establish the remaining 10 days each May.
7. The Supervisors shall be on duty for the following evening assignments. "Back to School Night" at each building, 8<sup>th</sup> grade Orientation at each building, then the seven names will be added with the Administrators names to be assigned in each building on a revolving basis.
8. Both parties agreed that all Supervisors are employed 11 months.

Upon employee request, a maximum of \$40,000 post-retirement contribution of unused sick leave and/or vacation may be deposited in any authorized Section 403(b) retirement fund. The terms will apply to any members of the association who retires

as of June 30, 2010 thru June 30, 2013, provided they submit a letter of resignation for retirement purposes by January 1 of the year of retirement. For employees hired on or after July 1, 2010 will have a cap on unused sick leave of \$15,000.

For employees hired after September 1, 2004 there will be a cap of unused sick days for retirement purposes at nine (9) days per year. However, all accumulated days will be available to supervisors for use in event of illness.

9. Each Supervisor will be reimbursed for travel between the buildings at the State rate, upon the submission of a voucher.
10. Supervisors who experience an event that requires him/her to work through the contractual vacation time will be allocated a maximum of five (5) adjusted vacation days. This adjusted vacation time will be granted upon the approval of the Superintendent.
11. Supervisors will be reimbursed for attendance at one national conference or workshop per year, as recommended by the Superintendent, based on the current fiscal condition of the district.
12. Supervisors will be reimbursed for additional professional development or additional professional experiences I the amount of \$500 per Supervisor during the 3 year term of this contract.
13. All modifications included in the Memorandum of Agreement signed on March 23, 2009 shall be binding for the length of this contract ending May 19, 2013. Paragraph 4 of the Memorandum of Agreement shall not expire.

The foregoing was agreed upon by the Board and Supervisors Negotiating Committees for conveyance to their respective bodies for approval.

The Board indicated its acceptance of this Agreement at its meeting of May 17, 2010.  
The Supervisors indicated their acceptance of this Agreement as indicated below.

In witness whereof the parties have executed this Agreement

Bonnie Kattun  
(President-Board of Education)

Date 5/20/10

[Signature]  
NVRHSD Supervisors Association

Date

May 20, 2010

Raymond M. Jackson  
(Secretary- Board of Education)

Date 5/20/10

[Signature]  
NVRHSD Supervisors Association

Date

20 May 2010

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

SUPERVISORS

PROPOSED 2010-2011 @ 2.75%

<u>Step</u>		<u>11 months</u>
1	#####	\$124,924
2	#####	\$131,980
3	#####	\$139,036
4	#####	\$146,093
5	#####	\$148,958
6	#####	\$151,823
7	#####	\$154,686

APPROVED: May 17, 2010

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

SUPERVISORS

PROPOSED 2011-2012 @ 2.75%

<u>Step</u>		<u>11 months</u>
1	#####	\$128,360
2	#####	\$135,610
3	#####	\$142,860
4	#####	\$150,111
5	#####	\$153,054
6	#####	\$155,999
7	#####	\$158,940

APPROVED: May 17, 2010

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

SUPERVISORS

PROPOSED 2012-2013 @ 2.5%

<u>Step</u>		<u>11 months</u>
1	#####	\$131,569
2	#####	\$139,000
3	#####	\$146,431
4	#####	\$153,863
5	#####	\$156,880
6	#####	\$159,899
7	#####	\$162,913

APPROVED: May 17, 2010