

2578

AGREEMENT

Between

THE BOARD OF EDUCATION OF THE TOWNSHIP OF
MONTGOMERY,

IN THE COUNTY OF SOMERSET, NEW JERSEY

and

THE ASSOCIATION OF PRINCIPALS AND SUPERVISORS
OF MONTGOMERY TOWNSHIP

July 1, 1996 - June 30, 1999

TABLE OF CONTENTS

Preamble		Page 1
Article I	Recognition	Page 2
Article II	Negotiation of Successor Agreement	Page 2
Article III	Grievance Procedure	Pages 3-5
Article IV	Sick Leave	Page 5
Article V	Leaves of Absences	Page 6
Article VI	Professional Development	Page 6-7
Article VII	Personal Leave	Page 7
Article VIII	Insurance Protection	Page 7
Article IX	Vacations and Holidays	Page 8
Article X	Annual Physical	Page 9
Article XI	Salaries	Page 9
Article XII	Graduate Credit Tuition Reimbursement	Page 10
Article XIII	Evaluation and Tenure	Page 11
Article XIV	Miscellaneous	Pages 11-12
Article XV	Duration of Agreement	Page 13
Appendix A	Salary Factor Guide	Pages 14

PREAMBLE

THIS AGREEMENT is entered into this 22 day of April, 1996, by and between THE BOARD OF EDUCATION OF THE TOWNSHIP OF MONTGOMERY, IN THE COUNTY OF SOMERSET, STATE OF NEW JERSEY, hereinafter referred to as the "Board," and THE ASSOCIATION OF PRINCIPALS AND SUPERVISORS OF MONTGOMERY TOWNSHIP, hereinafter referred to as the "APSMT."

The Board and the APSMT intend to affirm the Mission Statement of the Montgomery Township Schools in the implementation of this Agreement:

The Mission of the Montgomery Township Schools is to prepare each student to be a knowledgeable, contributing member of the world community and to function with self-esteem, self-discipline, integrity and compassion. The staff, Board and community must assure that Montgomery Township students develop:

- a respect for self, for others and for our environment;
- basic and creative thinking, problem-solving and communication skills;
- the ability to apply what has been learned; and
- the desire to continue learning and to achieve one's potential.

To accomplish this Mission, we must continue investing in our students and building a community of excellence!

The Board and the APSMT also realize that not all of the aspects of the Mission Statement can be realized immediately nor can they all be addressed through this collective bargaining agreement. Therefore, the Board and the APSMT commit and agree to address certain issues during the life of this Agreement and in subsequent Agreements to include, but not be limited to the following:

The Board and the APSMT finally agree to work together to:

1. continue enhancing the relationship between the Board and the APSMT;
2. continue enhancing the professional image of the staff;
3. increase and enhance the involvement of parents and community members in both the instructional and co-curricular programs of the district;
4. enhance the image of the district locally, statewide, and nationally;
5. prepare and promote budgets and capital projects that attend to the instructional needs and priorities of the district and which receive widespread and sufficient support in the community; and, most importantly,
6. continue devising ways to enhance the achievement of our students.

ARTICLE I
RECOGNITION

A. Pursuant to the provisions of N.J.S.A. 34:13A-5.3, the Board hereby recognizes the APSMT as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for the following personnel, whether under contract, on leave, now employed or as may hereafter be employed by the Board:

Principals
Vice Principals
Supervisor of Humanities and Technology
Supervisor of Math/Science and Technology
Director of Pupil Services
Director of Guidance
Director of Athletics

B. Unless otherwise indicated, the term "Administrators," when hereinafter used in this Agreement, shall refer to all Administrators in the bargaining unit as above defined.

ARTICLE II
NEGOTIATION OF SUCCESSOR AGREEMENT

A. The parties agree to enter into collective negotiations in accordance with N.J.S.A. 34:13A-5.3, in a good-faith effort to reach agreement concerning the terms and conditions of Administrators' employment.

Negotiations shall begin not later than November 1, of the calendar year preceding the calendar year in which this Agreement expires. Any Agreement so negotiated shall apply to all Administrators, be reduced to writing, and shall be signed by the Board and the APSMT upon adoption by the Board and the APSMT.

B. 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:

1. A "grievance" shall mean a claim in writing by an Administrator or group of Administrators that there has been to him/her or them a misinterpretation, misapplication or violation of any of the provisions of this Agreement.

A grievance to be considered under this procedure must be initiated by the Administrator within fifteen (15) calendar days (or five (5) working days, whichever is greater) of the time that the Administrator knows or should know of its occurrence; otherwise the same shall be deemed to have been abandoned. The term grievance shall not include the following:

(a) Matters where a method of review is prescribed by law or by any rule or regulation of the State Commissioner of Education or by the State Board of Education.

(b) Matters which according to law are beyond the scope of Board authority or which are limited to unilateral action by the Board alone.

(c) The failure or refusal of the Board to renew a contract of a non-tenured Administrator.

(d) A complaint by any Administrator occasioned by appointment to or lack of appointment to, retention in or lack of retention, in any position for which tenure is either not possible or not required.

2. A "Party" is a person or persons claiming the grievance and any person who might be required to take action or against whom action might be taken in order to resolve the grievance.

B. PROCEDURE:

1. It is agreed by both parties that these proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure.

2. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved Administrator 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.

3. It is understood that Administrators shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

4. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. All time periods contained in this grievance procedure may be extended by mutual agreement of the parties in writing.

5. Any party may be represented at all stages of the grievance procedure by himself/herself and/or one representative.

LEVEL ONE:

Any Administrator who has a grievance shall discuss it first with his/her immediate supervisor in an attempt to resolve the matter informally at that level.

LEVEL TWO:

If as a result of the discussion, the matter is not resolved to the satisfaction of the Administrator within ten (10) working days, he/she shall set forth within said ten (10) working day period his/her grievance in writing to his/her immediate supervisor on the grievance forms provided in the Administrative manual. The immediate supervisor shall communicate his/her decision to the Administrator in writing with reasons within ten (10) working days of receipt of the written grievance.

LEVEL THREE:

The Administrator whose immediate supervisor is not the Superintendent of Schools shall, no later than five (5) working days after receipt of the immediate supervisor's decision (if same is not satisfactory) appeal the same to the Superintendent of Schools. The appeal to the Superintendent must be made in writing with a copy to the immediate supervisor setting forth the matter submitted to the immediate supervisor as specified above and the reasons for his/her dissatisfaction with the decision previously rendered. The Superintendent shall attempt to resolve that matter as quickly as possible within a period not to exceed ten (10) working days. The Superintendent shall communicate his/her decision in writing to the Administrator and immediate supervisor.

LEVEL FOUR:

If the grievance is not resolved to the Administrator's satisfaction, he/she no later than five (5) working days after receipt of the Superintendent's decision whether under Level Two or Level Three, may request a review and hearing by the Board. The request shall be submitted in writing with complete documentation to the Board, care of the Board Secretary, with a copy to the Superintendent. The Board may consider the appeal on the written record submitted to it, or the Board may, on its own election, conduct a hearing: and it may request the submission of additional written material. Where additional written materials are requested by the Board, copies thereof shall be served upon the adverse parties who shall have the right to reply thereto. If the Board elects to conduct a hearing, it shall be held within twenty-one (21) calendar days of the receipt of the grievance appeal by the Board or from the date of receipt of the requested additional materials, whichever is later. The Board shall make a determination within twenty (20) working days from the receipt of the grievance appeal, or from the receipt of the requested additional materials, or from the date of the hearing, whichever is later, and shall in writing notify all interested parties through the Superintendent of Schools of its determination.

LEVEL FIVE:

(a) In the event any party is dissatisfied with the disposition of the grievance at Level Four, he/she may, within five (5) working days after the decision by the Board, request in writing that the grievance be submitted to arbitration.

(b) Within ten (10) working days after such written notice of request for submission to

arbitration, the Board and the APSMT shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. Having agreed to arbitrate, if the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator. The decision of the arbitrator shall be advisory only.

(c) The rules and procedures of the American Arbitration Association shall be followed by the arbitrator. The decision of the arbitrator shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by or violative of any law (including the School Laws as embodied in N.J.S.A. 18A), or which is violative of the terms of this agreement, and he/she shall have no power to add to or subtract from or modify any of the terms of the Agreement nor shall he/she in any case have power to rule on any issue or dispute excepted from this grievance procedure by any other provision of this Agreement, including any decision made in the discretion of the Superintendent or the Board.

ARTICLE IV

SICK LEAVE

A. As of July 1st of the current school year, all Administrators on a twelve (12)-month contract shall be entitled to twelve (12) sick leave days each school year as of the first official day of said school year, and any Administrator on a ten (10)-month contract shall be entitled to ten (10) sick leave days each school year as of the first official day of said school year, whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.

B. Additional sick leave benefits may be granted by the Board after it considers each case on its individual merit in accordance with N.J.S.A. 18A:30-6.

C. Newly hired Administrators shall be credited upon the commencement of their employment with additional sick leave days, beyond the annual amounts set forth in paragraph A above, for use during their first and second years of employment only. Administrators hired on a twelve (12) month contract will be credited with twenty-four (24) such additional days. At the end of the first year of employment, twelve (12) of said twenty-four (24) additional days shall be subtracted, thus permitting a maximum carry over of twelve (12) such additional days into the second year of employment. At the end of the second year of employment the remaining twelve (12) additional days shall be subtracted. Administrators hired on a ten (10) month contract will be credited with twenty (20) such additional days. At the end of the first year of employment ten (10) of said twenty (20) additional days shall be subtracted, thus permitting a maximum carry over of ten (10) such additional days into the second year of employment. At the end of the second year of employment the remaining ten (10) additional days shall be subtracted. The additional days credited under this paragraph shall expire at the end of the second year of employment and shall not be included in any calculation of supplemental compensation upon retirement.

D. Supplemental Compensation upon Retirement:

1. Each Administrator shall be entitled, upon retirement for service and age or disability from a state-administered retirement system, to receive payment for earned and unused accumulated sick leave which is credited to him/her on the effective date of his/her retirement in the manner and to the extent provided for herein. An Administrator who elects a deferred retirement benefit shall not be eligible for supplemental compensation payment.

2. Payment upon retirement shall be paid at the rate of one day's per diem pay for every four days of unused sick leave up to a maximum of \$9,000 per member.

3. Each Administrator shall be entitled to have his/her supplemental compensation included in his/her final year's salary. Notice of intention to claim benefits must be made to the Board in writing on or before January 1st prior to the budget year in which the payment is to be made.

ARTICLE V

LEAVES OF ABSENCE

A. Any Administrator of the APSMT may request a leave of absence without pay. Such leaves may be granted or denied at the sole discretion of the Board.

B. All requests for leave of absence will be made in writing to the Superintendent. For those Administrators who do not report directly to the Superintendent, the request will be made in writing through the principal or immediate supervisor to the Superintendent.

C. The Board of Education may change the requested date of commencement or termination of a leave of absence if the dates requested would interfere with the administration of the school.

D. All extensions, renewals, and early termination of leaves of absence shall be applied for and granted in writing.

E. All benefits to which the Administrator was entitled at the time the leave began, including unused accumulated sick leave, shall be restored to him/her upon his/her return.

F. The Board will make every effort to offer the Administrator a comparable position upon return from an unpaid leave of absence. The Board retains the right, however, to assign such Administrator to any position within the Administrator's certification in the best interests of the school district.

ARTICLE VI

PROFESSIONAL DEVELOPMENT

The Board encourages the continuing professional growth of its Administrators and in its encouragement, the Board permits release time to attend seminars, conferences, and workshop sessions which relate to the professional role of the Administrator in the school district.

A. All requests for professional development will be made in writing to the Superintendent. For those Administrators who do not report directly to the Superintendent, the request will be made through the principal or immediate supervisor to the Superintendent.

B. 1. Any Administrator with seven (7) years experience in district Administration may apply for up to a one (1) month leave of absence with pay for such professional purposes as research, authoring an article, etc. The granting of this extended leave will be limited to no more than two (2) Administrators per school year totaling no more than two (2) non-contiguous leaves per school year.

2. Application for request for this type of leave with pay shall be made to the Superintendent

at least two (2) months prior to the date of leave. Application shall include description of professional activity, length of leave applied for, and the expense, if any, which the Administrator requests the Board to assume.

3. Recommendation to the Board for a leave of absence with pay for professional development shall be made by the Superintendent in his/her sole discretion. Final approval or denial of the application will be made by the Board in its sole discretion. The action of the Superintendent and/or the Board in granting or denying the leave shall not be subject to review under the grievance procedure.

ARTICLE VII

PERSONAL LEAVE

Personal leave with pay may be granted to Administrators to attend to matters of a personal nature which cannot be dealt with at other times, provided the granting or denial of such leave will be within the sole discretion of the Superintendent. Requests for such leave must be made in advance whenever possible.

ARTICLE VIII

INSURANCE PROTECTION

A. The Board shall pay full premium for health care for each Administrator and full family coverage, if applicable. This coverage will include full coverage for Blue Cross, Blue Shield, P.A.C.E. program, Rider "J" and Major Medical with currently existing automatic rollover, as provided under the Hospital Service Plan of New Jersey. The Board agrees to distribute any descriptive pamphlets furnished to it by the Hospital Service Plan of New Jersey. The Board may substitute coverage under a private plan, provided such coverage is substantially equal to or better than the insurance coverage under the Hospital Service Plan of New Jersey, subject to APSMT approval.

B. The Board will provide and pay the full premium for Prescription-Drug Program described as "\$5.00 (\$2.50 for generic drugs) co-pay with contraceptives," for each Administrator and full family coverage, where applicable. The Board may substitute coverage, once instituted, with any plan, provided such coverage is substantially equal to or better than the insurance coverage originally provided.

C. The Board will provide and pay for the Blue Cross Dental Plan of New Jersey, Inc. with a maximum annual benefit of \$1,500.00. Furthermore, the Board will give each Administrator the choice of single, husband/wife, parent/child and family coverages.

D. The Board will institute a rider to its present insurance program in order to provide Administrators with coverage for personal property lost in the School District to a maximum of \$500.00 per loss per incident and a maximum of \$5,000.00 for any combined loss.

E. During a leave of absence without pay pursuant to Article V of this Agreement, the Administrator shall have the opportunity to remain in all the insurance plans through the payment of the appropriate premiums to the Business Office.

F. The Board will provide and pay for a salary-payer plan which pays, during disability, from the 60th day (i.e., a 60-day wait period) to age 65 at the rate of a maximum benefit of 60% of the Administrator's

monthly gross wages not to exceed \$2,100.00 per month.

G. The Board will provide reimbursement to each member for the annual deduction for contributory insurance. Such payment shall be made on June 30th of each year.

ARTICLE IX

VACATIONS AND HOLIDAYS

A. All Administrators under twelve (12)-month contracts shall be entitled to a vacation period not to exceed one (1) calendar month if taken consecutively or a total of twenty-two (22) working days (Saturdays, Sundays and Legal Holidays excluded) if not taken consecutively.

All Administrators shall be eligible for additional vacation days as follows:

1. Three (3) vacation days after ten (10) years in District Administration;
2. Six (6) vacation days after twenty (20) years in District Administration;
3. Nine (9) vacation days after twenty-five (25) years in District Administration.

B. ~~Vacation time shall be~~ scheduled by the Superintendent, either during the months of July or August or during the Winter and Spring recess periods, after consultation with the APSMT. ~~Vacation days may be taken during such time as school is in session only with the express prior written permission of the Superintendent.~~

C. ~~If, as the result of the Superintendent's written request or with his/her prior written approval, any vacation time cannot be scheduled as provided in Paragraph B above, within the school year next following the year in which earned, such unused vacation time shall be scheduled by the Superintendent, after consultation with the Administrator involved, for use within the following school year, but shall not accumulate thereafter.~~

D. Administrators working on a twelve month contract are not required to work on the following days:

Independence Day;
Labor Day;
Rosh Hashanah (if schools are closed for staff and students);
Yom Kippur (if schools are closed for staff and students);
Columbus Day (if schools are closed for staff and students);
Two (2) days in November for NJPSA Convention;
Thanksgiving Day and the day after Thanksgiving;
Christmas Eve Day, Christmas Day and the day after Christmas;
New Year's Eve Day and New Year's Day;

Martin Luther King, Jr. Day (if schools are closed for staff and students);
Presidents' Days (if schools are closed for staff and students);
Good Friday, and Easter Monday (if schools are closed for staff and students); and
Memorial Day.

E. All Administrators under ten (10)-month contracts shall follow the school calendar adopted by the Board provided, however, that the foregoing shall not be construed as intending to terminate the work year of such ten (10)-month Administrators prior to June 30th.

F. Each Administrator will be entitled to five (5) flexible days to be used at his/her discretion, subject to prior approval of the Superintendent as to scheduling.

G. Any other legal and/or religious holiday, when schools are closed for students and staff, may be granted to the Administrators with the written approval of the Superintendent.

ARTICLE X

ANNUAL PHYSICAL

Each Administrator will receive reimbursement for an annual physical exam up to a maximum of \$350.00. Administrators shall submit the report of the physical examinations to the Superintendent who reserves the right to request additional information or clarification of the condition of the Administrator so long as that request pertains to the ability of the Administrator to perform the job to which he/she is assigned.

ARTICLE XI

SALARIES

A. The salaries of all Administrators covered by this Agreement and presently employed by the Board shall be determined by calculating the appropriate salary factor from Appendix A and multiplying by the base (Appendix A) for that contract year. A merit pay plan may be reinstated by the Board at its discretion in the future.

B. Administrators employed on a twelve (12)-month basis shall be paid in twenty-four (24) equal semi-monthly installments. Administrators employed on a ten (10)-month basis shall be paid in twenty (20) equal semi-monthly installments. When a payday falls on or during a holiday, vacation or weekend, Administrators shall receive their paychecks on the last previous working day. Whenever practicable, Administrators shall be notified of their contract and salary status for the ensuing year no later than April 15, or ten (10) school days after ratification of the Contract, whichever is later.

C. Each Administrator is entitled to a maximum of (1%) one per cent of his/her salary for the purpose of membership dues to professional organizations. No additional annual payments will be made under this benefit.

D. Longevity payments are based upon the Administrator's total experience in education. Administrators may access the benefit after seven (7) years of district service as a teacher and/or Administrator as long as the Administrator has spent at least two years of district service as an Administrator. These amounts will be included in each eligible Administrator's annual salary but are not cumulative. Payment shall commence on the first day of the month in which the anniversary of the date of hire falls. The money to be awarded consists of the following amounts less previously awarded longevity payments (if any):

1996/97 1997/98 1998/99

	<u>1996/97</u>	<u>1997/98</u>	<u>1998/99</u>
Upon completion of 15 years in education	1,000	1,500	1,500
Upon completion of 20 years in education	2,000	2,500	2,500
Upon completion of 25 years in education	2,750	3,250	3,250
Upon completion of 30 years in education	3,500	4,000	4,000

E. The Board will contribute into a tax sheltered annuity of the Administrator's choice from a master list of approved companies established by the Board. Such contributions will be made on a monthly basis and may be supplemented by additional Administrator's contributions to a tax sheltered annuity. Contributions for the duration of this contract are:

1st Year	1996/97	\$3,000
2nd Year	1997/98	\$3,000
3rd Year	1998/99	\$3,500

F. The Board agrees to provide Administrators with the opportunity for U.S. Savings Bonds purchase through payroll deduction.

ARTICLE XII

GRADUATE CREDIT TUITION REIMBURSEMENT

Each Administrator pursuing graduate study shall be entitled to full or partial reimbursement for all or part of the cost of accredited courses under the following conditions:

A. Application must be made to the Superintendent in advance of enrollment for each course and each course must be approved for reimbursement by the Superintendent prior to such enrollment. The decision of the Superintendent shall be final and will not be subject to the grievance procedure.

B. Reimbursement is limited to courses for which a passing grade has been earned, as determined by an official transcript.

C. Each Administrator is entitled to six (6) credit hours per school year. He/she may take up to an additional 6 credit hours with the understanding that said Administrator will remain in district for six (6) months for credit hours 7-9; for twelve (12) months for credit hours 10-12. If said Administrator should leave prior to meeting his/her commitment, he/she shall reimburse the Board for those credits beyond those to which he/she is entitled.

D. All courses must be taken at an accredited college or university, as recognized by the New Jersey State Department of Education.

E. In order to receive reimbursement, the Administrator must be in the employ of the District at the time the reimbursement is to be made and must present a receipt of payment from the college or university, together with an official transcript and claim form. An Administrator who wishes to be reimbursed for graduate credits taken during the spring or summer term of any given year must have been granted and accepted an employment contract for the following year.

F. The reimbursement rate for courses taken at other than New Jersey State Colleges/Universities is established at the average of the highest and lowest New Jersey State College/University graduate course rate at the time the application is submitted.

G. Tuition charges for courses taken at New Jersey State Colleges/Universities will be reimbursed at the actual tuition rate.

H. Payment for courses will be made within ten (10) days after the Board's regular business meeting where documentation is reviewed, provided documentation is received by the Superintendent no less than fifteen (15) working days prior to the regular business meeting. The above reference to fifteen (15) working days means working days for the Administrative Offices.

ARTICLE XIII

EVALUATION AND TENURE

A. Both parties agree that the annual Administrator appraisals shall reflect an assessment of the Administrator's performance of the duties reflected in the job description as well as the Administrator's accomplishment of the annual job targets mutually established by the Administrator and the Superintendent. Non-attainment of the job description performance responsibilities or annual job targets may result in the Administrator's loss of annual salary increment in one year and may result, over the course of two successive years, in a recommendation for dismissal. Nothing herein abridges the Board's right to not renew the contract of any non-tenured Administrator prior to that Administrator having per N.J.S.A. 18A:28-5.

B. No later than April 30, the Board shall give to each non-tenured Administrator, continuously employed since the preceding September 30th, either:

(1) a written offer of a contract for employment for the next succeeding year providing for usual termination clause on notice and at such salary and benefits as may be agreed upon between the Board and the APSMT and, if the non-tenure Administrator desires to accept such employment he/she shall notify the Board of such acceptance in writing within ten (10) school days after receipt of such an offer; or

(2) a written notice that such employment will not be offered.

C. Any non-tenured Administrator who receives a notice of non-employment may within five (5) days thereafter request in writing a statement of reasons for such non-employment from the Superintendent, which statement shall be given to the Administrator in writing within five (5) days after receipt of such request.

D. Any non-tenured Administrator who has received such notice of non-employment and statement of reasons shall be entitled to an informal appearance before the Board, provided a written request for hearing is received in the office of the Secretary of the Board within five (5) days after receipt by the Administrator of the statement of reasons.

E. Wherever practicable, the informal appearance shall be scheduled and the Board's determination rendered no later than May 30. The Board's determination shall not be subject to appeal through the grievance procedure.

ARTICLE XIV

MISCELLANEOUS

- A. Where an Administrator is required to use his/her automobile in the performance of his/her duties, he/she shall be reimbursed at the current I.R.S. rate for the duration of the contract.
- B. The Administrator shall have the opportunity to review all future Montgomery Township Education Association-Montgomery Township Board of Education contracts prior to ratification thereof.
- C. If any provision of this Agreement or any application of this Agreement to any Administrator or group of Administrators 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 application shall continue in full force and effect..
- D. Any individual contract between the Board and an individual Administrator heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If any individual contract contains language inconsistent with this Agreement, then this Agreement, during its duration, shall be controlling.
- E. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement, except as otherwise provided by N.J.S.A. 34:13A-5.3.
- F. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by written notice to the following addresses:
1. If by APSMT, to "The Board of Education of the Township of Montgomery" 405 Burnt Hill Road, Skillman, New Jersey 08558-9406.
 2. If by Board, to "Association of Principals and Supervisors of Montgomery Township," The President thereof, at his/her home address.

ARTICLE XV

DURATION OF AGREEMENT

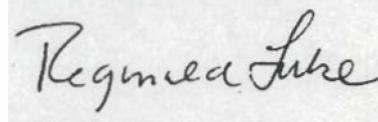
A. This Agreement shall be effective as of July 1, 1996, and shall continue in effect until June 30, 1999. All terms, conditions, and benefits of said agreement will be retroactive to July 1, 1996. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing signed by both parties.

B. IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested to by their respective Secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

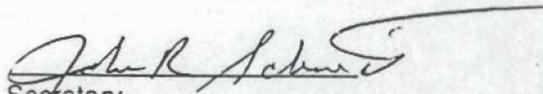
ASSOCIATION OF PRINCIPALS
AND SUPERVISORS


President

BOARD OF EDUCATION OF
MONTGOMERY TOWNSHIP

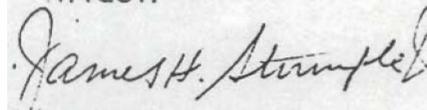

President

ATTEST:


Secretary

5/3/96
Date

ATTEST:


Secretary

4/25/96

Date