



AGREEMENT

BETWEEN

CLINTON TOWNSHIP BOARD OF EDUCATION

AND

CLINTON TOWNSHIP ADMINISTRATORS ASSOCIATION

JULY 1, 2005 - JUNE 30, 2008

AGREEMENT

BY AND BETWEEN

THE CLINTON TOWNSHIP BOARD OF EDUCATION

whose business address is

128 COKESBURY ROAD, LEBANON, NJ 08833

(hereafter “**BOARD**”)

AND

THE CLINTON TOWNSHIP ADMINISTRATORS ASSOCIATION

whose mailing address is

**128 COKESBURY ROAD
LEBANON, NJ 08833**

(hereafter “**ASSOCIATION**”)

WHEREAS there previously was in existence an agreement by and between the Board and Association which expired on June 30, 2005 and

WHEREAS the Board and Association, through their respective representatives have jointly discussed the various terms and conditions, including salary of a new agreement; and

WHEREAS the Board and Association desire to memorialize the terms and conditions of a new agreement between the parties that will have a term of July 1, 2005 to June 30, 2008;

**NOW,
THEREFORE** in consideration of mutual covenants and promises contained herein and with the intention to be bound the Board and Association agrees as follows:

ARTICLE I

TERM and RECOGNITION

- A. The term of the Agreement shall be July 1, 2005 through June 30, 2008.
- B. The Agreement shall pertain to employment of all of the personnel listed below, whether under contract, on leave, on a per diem basis, employed or to be employed by the Board, including full or part time: Directors, Principals, Assistant Principals.

ARTICLE II

EVALUATION

- A. The Board and the Association agree that evaluation will be conducted in accordance with the provisions of N.J.A.C. 6:3-4.1 and 6:3-4.3. The evaluation criteria shall be based on District goals, program objectives, instructional priorities and the job description.

ARTICLE III

BENEFITS

- A. Association shall be entitled to receive all benefits which are currently provided to other teaching staff members, teacher assistants, secretaries and custodian/maintenance workers as more specifically set forth under Article XIII, "Ancillary Benefits" of the current agreement by and between the Clinton Township Board of Education and the Clinton Township Education Association.

ARTICLE IV

VACATION

- A. Entitlement

Members of the Association shall be entitled to receive the following annual vacation/personal day entitlement during the term of the Agreement:

<u>YEARS OF SERVICE</u>	<u>NUMBER OF DAYS</u>
0-7	23
8+	25

B. Vacation Day Accumulation

- a. The vacation/personal day entitlement shall be pro-rated if an administrator works less than a full year. Only administrators who are employed for twelve (12) months shall be entitled to receive vacation days.
- b. Administrators shall be entitled to accumulate up to sixty (60) vacation days.

C. Approvals

Vacation/personal days may only be taken with the prior approval of the Superintendent of Schools. When school is in session, administrators are entitled to take no more than eight (8) consecutive vacation/personal days.

D. Reimbursement - Unused Vacation Days

Either at the time of retirement or termination from the school district, administrators shall be entitled to be reimbursed for unused vacation/personal days not to exceed a total of thirty (30) days. The per diem rate of reimbursement shall be determined by dividing the administrator's annual salary by 240 days.

ARTICLE V

HOLIDAYS

A. Paid holidays

Administrators shall be entitled to the following paid holidays provided the schools are closed on these days. If the schools are open on any of the days listed below, alternate days shall be designated in the school calendar:

Presidents' Days
Good Friday
Easter Monday
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Day after Thanksgiving
Winter Break
N.J.E.A. Recess - Friday
Martin Luther King Day

ARTICLE VI

PROFESSIONAL ORGANIZATIONS

A. Membership

The Board agrees to pay the membership fee for each administrator in the following professional organizations:

1. Hunterdon County Administrators Association.
2. New Jersey Principals and Supervisors Association.
3. Association for Supervision and Curriculum Development.
4. New Jersey Association for Supervision and Curriculum Development.

At the option of the administrator, a membership fee for one organization may be applied toward another organization. For example, the fee for the New Jersey Principal's and Supervisor's Association may be applied toward membership in the New Jersey Association of School Administrators.

In addition, the Board agrees to pay an amount not to exceed \$300.00 toward individual membership of each administrator in professional organizations designated by the administrator.

ARTICLE VII

EXPENSE REIMBURSEMENT

The Board shall reimburse administrators for registration, meals, lodging and travel expenses up to \$2,000.00 each year of this agreement. Each administrator is entitled to attend one state and one national convention annually upon the approval of the Superintendent of Schools and with the consideration that the conference/workshop enhances their in-service training. Funds for attendance at the convention or conference/workshop will not come from the site or department budgets, but from a centralized account to be established by the Board.

ARTICLE VIII

GRADUATE EDUCATION

A. Tuition Reimbursement

The Board will reimburse individual administrators the graduate tuition cost at the prevailing in-state rate at Rutgers, The State University. All graduate courses must have prior approval of the

Superintendent if reimbursement is expected. 80% tuition reimbursement at schools other than state colleges will continue in effect, for the term of this contract, for administrators who are currently matriculated. An agreed-to sum of money used for college tuition reimbursement will be established. This sum will equal the # of administrators x 12 (credits) x the prevailing in-state graduate rate per credit at Rutgers.

B. Doctorate

In the year an earned Doctorate is awarded, the Board will pay an administrator a one-time stipend of \$2000.

ARTICLE IX

SICK DAY COMPENSATION

Administrators retiring in accordance with the provisions of the New Jersey Teachers Pension and Annuity Fund, who submit to the Superintendent a written statement of intention to retire at least six (6) months prior to the effective date of retirement shall be eligible for a retirement allowance of one day's pay, at the rate of 1/240th of the then current base salary, as of the retirement date for each four (4) days accumulated unused sick leave. This retirement allowance shall not exceed forty-five (45) days pay.

ARTICLE X

PHYSICALS

- A. Administrators shall be entitled to one complete physical examination each year. Any charges for such examination, not covered by medical insurance, up to a maximum of two hundred (\$200) dollars, will be paid for by the Board.

ARTICLE XI

- A. Administrators shall be entitled to receive each year of the agreement \$1,000.00 to be designated for any of the following by the administrator:
1. Disability insurance.
 2. Tax deferred annuity.
 3. Life insurance.
 4. Unreimbursed medical, dental, optical expenses.

ARTICLE XII

SALARY

A. Salary

1. Administrators shall receive the following salaries for the 2005-2006 school year:

Monroe	\$125,391.00
Radwill	122,418.00
Studnicki	110,250.00
Goad	95,550.00
Post	111,559.00
Dalton	114,450.00
Felip	87,150.00

2. Administrators shall receive the following salaries for the 2006-2007 school year. The salary represents a 4.60% increase over the 2005-2006 school year:

Monroe	\$131,159.00
Radwill	128,050.00
Studnicki	115,322.00
Goad	99,945.00
Post	116,691.00
Dalton	119,715.00
Felip	91,159.00

3. Administrators shall receive the following salaries for the 2007-2008 school year. The salary represents a 4.60% increase over the 2006-2007 school year:

Monroe	\$137,192.00
Radwill	133,940.00
Studnicki	120,626.00
Goad	104,543.00
Post	122,059.00
Dalton	125,222.00
Felip	95,352.00

ARTICLE XIV

ENTIRE APPROVAL

A. Entire Agreement

This Agreement incorporates the understanding of the parties and 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. Except as this Agreement shall hereinafter otherwise provide all terms and conditions of employment applicable on the effective date of this agreement shall continue to be so applicable during the term of this Agreement. Unless otherwise interpreted and/or applied so as to eliminate, reduce or otherwise detract from any employee's benefits existing prior to its effective date.

IN WITNESS of the foregoing the parties hereto have caused this Agreement to be duly executed by their respective Presidents and Secretaries on the date indicated below.

FOR THE CLINTON TOWNSHIP BOARD OF EDUCATION

Date: _____
_____ Roger Straight, President

Date: _____
_____ Daria A. Wasserbach
School Business Administrator/Board Sect

FOR THE CLINTON TOWNSHIP ADMINISTRATORS ASSOCIATION

Date: _____
_____ President

Date: _____
_____ Secretary