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**AGREEMENT**  
**Between**  
**THE BOARD OF EDUCATION**  
**TOWNSHIP OF CRANFORD**  
**COUNTY OF UNION**  
**and**  
**THE CRANFORD ADMINISTRATIVE AND SUPERVISORY ASSOCIATION**  
**Commencing: July 1, 1994**  
**Terminating: June 30, 1999**

## PREAMBLE

This Agreement entered into this 20th day of November, 1995, by and between the Board of Education of the Township of Cranford, in the County of Union, State of New Jersey, hereinafter called the "Board," and the Cranford Administrative and Supervisory Association, hereinafter called the "Association."

## ARTICLE 1

### RECOGNITION

- A. In accordance with Chapter 303, Public Laws of 1968 as amended by Chapter 123, Public Laws of 1974, the Board hereby reorganizes the Association as the exclusive and sole representative for collective negotiations only for the following: wages, fringe benefits, a grievance procedure, and the duration of this agreement. The unit shall consist of the personnel listed below under contract or on leave, now employed or who shall hereafter be employed by the Board.

Principals, Vice Principals, Supervisors, Director of Athletics, Plant Engineer, Project Manager, and Director of Guidance.

- B. Unless otherwise indicated, the term "administrator" when used hereinafter in this agreement, refer to all professional and non-professional employees represented by the Association. in the negotiating unit as above defined, and reference to male administrators shall include female administrators.

## ARTICLE 2

### NEGOTIATION PROCEDURE

- A. The parties agree to enter into negotiations over a successor agreement limited to and only for the subject matters provided for in the Recognition clause: wages, fringe benefits, grievance procedure, and the duration of the Agreement.
- B. Such negotiations shall begin no sooner than November 15.

## ARTICLE 3

### GRIEVANCE PROCEDURE

A. Definitions

1. The term grievance means a complaint or claim that there has been an improper application, interpretation or violation of any term or provision of the contract, as it is constituted, or administrative decisions affecting any member of the unit.
2. All matters related to discharge or deduction in pay shall not be the subject of a grievance but shall be processed by the grievant to the Commissioner of Education as provided for under Title 18A:1 et. seq. as amended.
3. A complaint of a non-tenured employee which arises by reason of his/her not being re-employed, or a complaint by any employee occasioned by lack of appointment to, or lack

of retention in any position for which tenure either is not possible or not required may not be appealed further than to the Board of Education. This clause should not be construed to interfere with a non-tenured employee's statutory rights, if any.

**B. Procedure**

1. A grievance to be considered under this procedure must be initiated within thirty (30) calendar days from the time when the grievant is apprised of the occurrence constituting the grievance.
2. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to next step within the specified time limits may be deemed to be a waiver of further appeal of the decision.
3. An employee who has a grievance shall first discuss the same with whomever the grievance is directed against. If the grievance is not resolved within ten (10) work days after presentation of the same, the grievant shall reduce the grievance to writing and submit the same to the Superintendent. The Superintendent shall meet with the grievant and a representative, if the grievant chooses one, within ten (10) work days after receipt of the written grievance. The Superintendent shall submit a written response to the grievance within ten (10) work days after the hearing.
4. If the grievant is not satisfied with the Superintendent's written response he/she may present the grievance to the Board of Education within (10) work days after receipt of the Superintendent's written response.
5. A hearing in private will be scheduled within 30 days of receipt of the grievance between the grievant, a representative, if he/she chooses one, and the Board of Education. Following the presentation of the grievance to the Board, the superintendent shall be given an opportunity by the Board to discuss the grievance outside of the presence of the grievant and the grievant's representatives(s). The Board of Education shall deliberate and reach its final conclusion with respect to the grievance outside of the presence of the Superintendent.
6. The decision of the Board of Education shall be the final step in the grievance procedure and shall be binding upon the grievant and the Board of Education.
7. Grievance hearings shall be held after school hours.
8. The purpose of the grievance procedure is to secure at the lowest possible level, equitable solutions to those problems which may from time to time arise concerning matters constituting grievances. Both parties agree that the procedures provided for will be kept as informal and confidential as may be appropriate at any level of the procedure.

**ARTICLE 4**

**SICK LEAVE**

- A. All employees shall be entitled to sick leave days each school year as of the first official day of said school year whether or not they report for duty as hereinafter set forth. Unused sick days shall be accumulated from year to year with no maximum limit.

- B. At least once each year the Board shall inform each employee as to the total number of accumulated sick leave days said employee has and the number of additional sick leave days said employee shall be entitled to for the ensuing year.
- C. Sick leave is defined as absence on work day by an employee from his/her post or duty because of personal disability due to illness or injury.
- D.
  1. All ten (10) month employees shall be entitled to thirteen (13) personal sick leave days annually which days may be accumulated if not used.
  2. All eleven (11) month employees shall be entitled to fourteen (14) personal sick leave days annually which days may be accumulated if not used.
  3. All twelve (12) month employees shall be entitled to fifteen (15) personal sick leave days annually which days may be accumulated if not used.
- E. All sick leave must be reported to the Superintendent of Schools on the Absence Allowance Form within seven calendar days following an employee's return to duty. In cases of more than four consecutive days, the certificate included on the Absence Allowance Form shall be executed by the attending physician.
- F. Sick leave allowance shall be prorated for employees who begin their services one month or more after the work year for their employee category has begun.
- G. Summer School employees are not covered by the above policies, but shall be entitled to one (1) day of sick leave per summer session which may not be accumulated if not used.
- H. Absences on work days due to personal illness shall be charged to the annual allowance .
- I. Absences in excess of the annual allowance shall be charged to the employee's accumulated leave, if any.
- J. In cases of individual hardship, when the number of days absent exceeds the annual and accumulated sick leave benefits, an employee may request from the Board of Education, through the Superintendent of Schools, consideration for sick leave benefits.

**SICK LEAVE BUYOUT**

- A. Commencing with the 1993-94 school year, any member of CASA employed prior to July 1, 1994 who retires from active employment and draws a pension from TPAF or PERS, shall be entitled to be paid for accumulated unused sick days on the following basis:
  1. For 1993-94 and thereafter, accumulated unused sick leave shall be compensated at the following rates:
 

For days 1 to 99,	\$35 per day
For days 100 to 199,	\$40 per day
For days 200 and above,	\$45 per day

2. For 1996-97 and thereafter, accumulated unused sick leave shall be compensated at the following rates:

For days 1 to 99,	\$40 per day
For days 100 to 199,	\$45 per day
For days 200 and above,	\$50 per day

3. For 1998-99 and thereafter, accumulated unused sick leave shall be compensated at the following rates:

For days 1 to 99,	\$45 per day
For days 100 to 199,	\$50 per day
For days 200 and above,	\$55 per day

4. In order for payment to begin by November 1 of the fiscal year following retirement from active employment, the Association member must submit official notification of his/her retirement by December 1 of the school year in which the retirement is to be effective.

Regardless of the number of accumulated, unused sick days the maximum buyout shall be \$18,000.

- C Payment to the retiree shall be made in two equal installments no later than November 1 of the first year and November 1 of the second year following the effective date of the retirement unless the retiree chooses a longer period.

1. The retiree may chose to have payments extend for a maximum period of five (5) years, such payments to be of equal amounts.
2. Once the term of the buyout has been chosen, it may not be changed except by written application to the Secretary of the Board of Education by December 1 of the year prior to the fiscal year in which the change is to take place. No more than one change shall be permitted in the term of the buyout, and in no case may a payment exceed fifty percent (50%) of the total buyout amount.
3. In the event of the death of the retiree during the period of buyout payment, the remaining payments shall be made to the retiree's designated beneficiary.
4. Payments may be made to a Board of Education approved tax sheltered annuity at the request of the retiree and subject to applicable law and regulation.

## ARTICLE 5

### TEMPORARY LEAVES OF ABSENCE

- A. Absences for Personal Reasons

1. Absences for personal reasons shall be allowed each employee without loss of salary, not to exceed three (3) days per year. Two (2) of the personal days shall be with reason, one (1) shall be without reason. Unused personal leave days shall not be carried over from one year to the next.

2. Requests for personal leave shall be made on forms provided by the administration and except for those reasons specified in Paragraph A-3 (d), (e) and (j) below, or in the case of an emergency, shall be made at least two (2) school days in advance of the proposed date of leave. If circumstances permit, administrators shall use their best efforts to provide up to five (5) school days advance notice of a requested personal leave. All requests shall be countersigned by the principal or head of office and submitted for approval by the Superintendent of Schools.
3. Personal leave days may be taken for the following reasons:
  - a. Religious observance.
  - b. Employee's marriage
  - c. Religious ceremony or preparation for and attendance at wedding of a member of the immediate family, wedding of a relative of the employee or significant other.
  - d. Illness of a member of the employee's immediate family, the employee's household (any person who regularly resides with and functions on a continuing basis as a member of the employee's family unit, regardless of the nature of legal relationship).
  - e. Death of a relative, friend, or close associate.
  - f. Graduation of the employee, the employee's spouse or children, relative or significant other.
  - g. Legal business matters.
  - h. School visitation or school conference for a family member or the employee.
  - i. Chaperoning of a non-school sponsored field trip directly related to the curriculum of the district.
  - J. Car accident or emergency situation resulting from a natural disaster.
4. In addition to the foregoing three (3) personal leave days per year, additional personal leave days may be granted at the discretion of the Superintendent of Schools upon written application by an individual employee.
5. Personal leave days for any regular employee whose employment begins after the midpoint of the work year for his/her category will be prorated as follows:
  - a. Ten (10) month employees beginning service after February 1 and eleven (11) and twelve (12) month employees beginning service after January 1 shall be entitled to a maximum of one and one-half (1-1/2) personal leave days during the remainder of the year.
  - b. Employees of all categories whose employment begins after April 1 shall not be entitled to personal leave days during the remainder of that year.
6. Persons employed on a half-time annual salary basis shall be entitled to a maximum of one and one-half (1-1/2) personal leave days.

- B. In addition to temporary leaves of absence for personal reasons pursuant to Section A above, employees shall be entitled to the following non-accumulative leaves of absence each year with full pay except as otherwise specifically provided.
1. Time necessary for appearance in any legal proceeding connected with the employee's employment or with the school system, other than for action against the Board.
  2. Time necessary for jury duty as follows:
    - a. All personnel who are called to serve on jury duty shall receive their full salary during the period of jury duty less the amount of compensation paid them for jury service.

## ARTICLE 6

### EXTENDED LEAVES OF ABSENCE

A. Sabbatical Leave

1. Extended leaves for professional growth through study, and/or travel may be granted to any full-time administrator who has rendered seven (7) or more continuous years of satisfactory service in the Cranford Schools.
2. Such leaves may be for either (a) one full year at half pay or (b) one half year at full pay, to be paid in accordance with the administrator's regular salary schedule and step for satisfactory service.
3. Such leaves shall be planned for the purpose of improving the future performance of the administrator in the Cranford Schools and as the needs of the school system indicate.
4. Applications for such leaves of absence shall be by written requests to the Superintendent of Schools and made at least by December 31 of the school year preceding the anticipated beginning of the leave. A detailed plan of study or educational travel to be pursued shall be submitted with the application.
5. The Board reserves the right to grant or reject any application on its individual merits. Approval or reasons for disapproval shall be communicated in writing to the applicant by the Superintendent of Schools. In no event shall the Board be obligated to grant more than one (1) such application per year.
6. Acceptance of this type of leave obligates the administrator to resume and to continue his/her service with the school system for a period at least equal to the period of leave, and in any event not less than for two (2) school years. Failing this obligation, the employee will be obligated to reimburse the Board the full amount of salary received during the leave, unless he/she has become incapacitated, has been discharged or voluntarily released from this obligation by the Board.
7. The period of leave shall count as regular service for fringe benefits, retirement and salary advancement purposes.
8. The leave shall in no way be considered as a termination or breach of the contract of continuous employment. Any and all tenure rights shall be safeguarded and maintained.

9. Upon satisfactory completion of the leave, the employee will be returned to service in the school system, and his/her salary shall be determined on the same basis as if he/she had rendered full-time satisfactory service to the school system during the period of leave.
10. During an extended leave, policies providing benefits for current sick leave, bereavement and personal leaves will not apply. Accumulated sick leave available at the beginning of the leave will be preserved.
11. Subsequent leaves for professional growth may be requested at intervals of seven (7) years of continuous Cranford service.
12. Should the program of study or travel be interrupted by illness or injury and this fact is promptly reported to the Superintendent of Schools, such interruption shall not constitute a breach of agreement.
13. Should the Superintendent of Schools become informed that the purpose and requirements of leave are not being adequately fulfilled, he/she shall so advise the Board. The Board may terminate the leave as of the date of its violation and its decision shall be subject to the grievance procedure.

**B. Leave for Rest or Recuperation**

1. Extended leaves for rest or recuperation without salary may be granted to any full-time employee who has rendered twelve (12) or more years of satisfactory service in the school system or twelve (12) years of school service outside of Cranford plus seven (7) years in the local school system.
2. This type of leave may be granted for a period of one-half (½) year or one (1) full year, or for any longer or shorter period at the discretion of the Board.
3. Application for leave shall be accompanied by a statement of need, supported by the administrator's immediate supervisor and by the school physician.
4. The leave shall in no way be considered as a termination or breach of the contract of continuous employment. Any and all tenure rights shall be safeguarded and maintained.
5. During an extended leave, policies providing benefits for current sick leave, bereavement and personal leaves will not be maintained. Accumulated sick leave available at the beginning of the leave will be preserved.
6. Should the Superintendent of Schools become informed that the purpose and requirements of a leave are not being adequately fulfilled, he/she shall so advise the Board. The Board may terminate the leave as of the date of its violation, and its decision shall be subject to the grievance procedure.
7. Applications for subsequent leaves for rest or recuperation may be made at intervals of seven (7) years.

**C. Other Extended Leaves of Absence**

Other extended leaves without salary may be granted by the Board for good reason including (a) formal study (other than a sabbatical leave), (b) prolonged illness or incapacity, (c) major home and family responsibilities, and (d) temporary work assignment of spouse away from locale.



D. Requests, Extensions and Renewals

All requests, extensions or renewals of leaves shall be applied for and granted or denied in writing.

E. Notification of Return from Leave

An employee on extended leave of absence shall notify the Superintendent of Schools by March 1 of the year preceding the termination of the leave of his/her intention to resume his/her duties with the Cranford School System.

**ARTICLE 7**

**PROFESSIONAL DEVELOPMENT**

A. The Board of Education and CASA support the principle of professional development for administrative/supervisory personnel, and agree as follows:

1. The Board of Education agrees to set aside five thousand dollars (\$5,000) per year for each year of the contract for tuition reimbursement for CASA members who pursue graduate study in courses approved by the Superintendent of Schools.
2. Such approval shall be granted prior to the start of the course, and reimbursement for tuition costs shall not occur unless the member has earned a "B" or higher in a graded course or a "Pass" in an ungraded, pass-fail course for which there is not a graded option.
3. Approval for proposed courses shall be on forms provided by the Office of the Superintendent. CASA members shall be limited to nine (9) credits per year for tuition reimbursement.
4. The rate of reimbursement shall be equal to the then current rate for graduate tuition at Rutgers University.

B. Participation of administrative/supervisory personnel in approved in-service activities which are designed to develop increased competency in their assignments, shall be permitted without loss of salary. In-service activities include:

1. Training in classes or workshops sponsored by the district, professional organizations, or other institutions.
2. Conferences, conventions (both state and national) or committee work including other personnel from the district, county, state, region or nation.

C. All requests for permission to be absent for in-service purposes must be made in writing and have the approval of the applicant's immediate supervisor. Approval will be based on: a) the nature of the activity in relationship to the growth potential of the employee, b) time limitations and work demands, c) the number of persons involved in applying for in-service activities at a given time, and d) the relative importance in terms of the needs of the school system.

D. Approval or disapproval for permission to be absent for in-service purposes shall be communicated to the employee in writing.

**ARTICLE 8**

**VACATIONS AND HOLIDAYS**

Because of the unique leadership function of the administrative personnel and their responsibility for educational programs and school buildings, which must operate on the time sequence of a school year, the Board of Education agrees to the following:

**A. Twelve-Month Administrators**

1. Vacation time may be taken while school is in session with the expressed written consent of the Superintendent of Schools.
2. The administrator shall have Independence Day, Labor Day, and all other legal holidays observed during the pupil's school calendar as paid holidays.
3. Administrators shall not be required to be on duty on all authorized general shutdown days during the school calendar when the school offices are closed. On partial shutdown days during the school calendar when school offices are open, administrators shall be on duty fifty per cent (50%) of these days.
4. The Superintendent of Schools may require any or all administrators to be on duty on unscheduled shutdown days. Unscheduled shutdown days are those that result from interrupted utility service, loss of heat, fire, flood, storm or other similar occurrences. Snow days shall not be considered unscheduled shutdown days on which the Superintendent may require administrators to be on duty unless the snow day is accompanied by one of the occurrences listed above.
5. In addition to numbers 2 and 3 above, each administrator covered by this policy shall have twenty-two (22) working days of vacation available each year. This shall be calculated from each individual's initial date of employment to the next following June 30th. Thereafter, each June 30th shall be considered each individual's anniversary date.
6. Vacation days shall be earned at the rate of twenty-two twelfths (22/12ths) for each month of service. Vacation days may be taken during any month in which they are earned with the expressed written consent of the Superintendent of Schools, but preferably should be taken when school is not in session.
7. At the conclusion of the administrator's employment for administrators employed on or before June 30, 1991, the administrator shall be paid for any unused shutdown or vacation days to a maximum as indicated in the table below. The rate of compensation shall be 1/240 of his/her then current salary. The number of days for which the administrator shall be compensated following the conclusion of the administrator's employment shall be limited as follows:

<b>YEARS OF ADMINISTRATIVE SERVICE</b>	<b>MAXIMUM DAYS OF COMPENSATION</b>
End of 1st year to end of 10th year	30
Beginning of 11th year to end of 15th year	40
Beginning of 16th year to end of 20th year	45
Beginning of 21st year and thereafter	55

8. At the conclusion of the administrator's employment for administrators employed on or after July 1, 1991, the administrator shall be paid for any unused shutdown or vacation days to a maximum as indicated in the table below. The rate of compensation shall be 1/240 of his/her then current salary. The number of days for which the administrator shall be compensated following the conclusion of the administrator's employment shall be limited as follows:

YEARS OF ADMINISTRATIVE SERVICE	MAXIMUM DAYS OF COMPENSATION
End of 1st year to end of 10th year	20
Beginning of 11th year to end of 15th year	25
Beginning of 16th year to end of 20th year	30
Beginning of 21st year and thereafter	40

9. Any member of CASA who begins employment as an administrator after July 1, 1995, may not accumulate more than twenty-two (22) vacation days at the end of a year.
10. Regardless of the date of employment the maximum buyout for unused shutdown or vacation days shall be \$24,000.
11. In order for payment to begin by November 1 of the fiscal year following retirement from active employment, the Association member must submit official notification of his/her impending retirement by December 1 of the school year in which the retirement is to be effective.
12. Payment to the retiree shall be made in two equal installments no later than November 1 of the first year and November 1 of the second year following the effective date of the retirement unless the retiree chooses a longer period.
- The retiree may chose to have payments extend for a maximum period of five (5) years, such payments to be of equal amount.
  - Once the term of the buyout has been chosen, it may not be changed except by written application to the Secretary of the Board of Education by December 1 of the year prior to the fiscal year in which the change is to take place. No more than one change shall be permitted in the term of the buyout, and in no case may a payment exceed fifty percent (50%) of the total buyout amount.
  - In the event of the death of the retiree during the period of buyout payment, the remaining payments shall be made to the retiree's designated beneficiary.
  - Payments may be made to a Board of Education approved tax sheltered annuity at the request of the retiree and subject to applicable law and regulation.
13. Any exception to this article will be made only with the expressed written consent of the Superintendent of Schools. Requests for exceptions to this policy shall be made in writing to the Superintendent of Schools for his determination.
14. For the purposes of planning, each administrator shall submit to the Superintendent of Schools

by May 1, his/her tentative vacation plans for the next fiscal year (July 1 to June 30).

15. At the beginning of each school year, the administrator shall be given a written notice as to the number of days vacation time available to him/her.
16. Any twelve month administrator moved to a ten month administrative/supervisory position shall be permitted to buyout accumulated unused shutdown vacation days as above. However, should the administrator or supervisor return to a twelve month administrative/supervisory position in the future, he/she may not accumulate unused shutdown or vacation days. All days must be used in the year following their earning.

**B. School Plant Engineer and Projects Manager**

1. The school plant engineers shall have Independence Day, Labor Day, and all other legal holidays observed during the pupil's school calendar as paid holidays.
2. The school plant engineers shall have fifteen working days, seventeen working days for plant engineers hired subsequent to July 1, 1989, of vacation available each year. This shall be prorated from the initial date of employment to the next June 30th. After that, June 30th shall be considered the anniversary date. After the 6th year of employment, add one vacation day per year up to a maximum number of vacation days equal to the number of vacation days allowed 12-month administrators.
3. School plant engineers shall not be requested to be on duty on all general shutdown days during the school calendar when the school offices are closed. On partial shutdown days during the school calendar when school offices are open, school plant engineers shall be on duty fifty percent (50%) of these days.
4. Vacation days shall be earned at the rate of fifteen-twelfths (15/12th), seventeen-twelfths (17/12th) for plant engineers hired subsequent to July 1, 1989, for each month of service. Vacation days may be taken during any month in which they are earned with the expressed written consent of the Superintendent of Schools, but preferably should be taken when school is not in session.
5. At the conclusion of a school plant engineer's employment, plant engineers employed on or before June 30, 1991, the school plant engineer shall be paid for any unused shutdown or vacation days at a rate of 1/240 of his/her then current salary. The number of days for which the plant engineer shall be compensated following the conclusion of the engineer's employment shall be based upon the table in this Article, Section A.7. Sections A.9 to A.11 shall apply as well.
6. At the conclusion of a school plant engineer's employment for plant engineers employed on or after July 1, 1991, the school plant engineer shall be paid for any unused shutdown or vacation days at a rate of 1/240 of his/her then current salary. The number of days for which the plant engineer shall be compensated following the conclusion of the engineer's employment shall be based upon the table in this Article, Section A.8. Sections A.9 to A.11 shall apply as well.
7. Any member of CASA who begins employment as a school plant engineer or project manager after July 1, 1995 may not accumulate more than the equivalent of one year's earned vacation days.
8. For the purposes of planning, the school plant engineers shall submit to the Superintendent of School by May 1st their tentative vacation plans for the next succeeding fiscal year (July 1 to June 30).

9. Any exceptions to this article will be made only with the express written consent of the Superintendent of Schools for this determination. Requests for exceptions to this policy shall be made in writing to the Superintendent of Schools for his determination.

## ARTICLE 9

### HEALTH BENEFITS

Effective July 1, 1992, CASA members shall commence paying 50% of the increase in cost of health benefits coverage attributable to coverage for such member's dependents. The base premiums which shall be used to calculate the amount of such health benefits coverage premium increases shall be the premiums in effect on April 30, 1992. Payments of such amounts by CASA members shall be made through payroll deductions. Effective July 1, 1996, the Board of Education shall pay the full premium for health benefits coverage for CASA members and where appropriate for dependent coverage.

The Board of Education will continue dental insurance coverage which was in effect on June 30, 1989 and shall pay the premium for CASA employees only for the period July 1, 1991 to June 30, 1994.

The Board of Education will contribute 75% of the premium cost for the family dental benefits and each CASA member who elects such coverage(s) shall contribute 25 % of the cost for family dental benefits.

CASA employees who are not participants in an HMO, shall be reimbursed 75% of the cost of a physical examination , with a maximum reimbursement of \$200 per fiscal year.

CASA employees shall be reimbursed 75% of the cost for eye care (eye examination and eyeglasses) to a maximum reimbursement of \$175 per fiscal year.

Reimbursement for physical examinations and eye care will be made by voucher with attached receipts which indicate the services rendered and costs incurred.

## ARTICLE 10

### MISCELLANEOUS COMPENSATION

A. Ten-month supervisors who are requested by their supervisor to work beyond the school calendar and with the approval of the Superintendent of Schools, or who are employed during July and August by resolution, shall be compensated at an hourly rate based upon 1/1600 of their then current annual salary.

B. Supervisors required to supervise two departments shall be compensated as follows:

1994-1995	\$1500
1995-1996	\$1550
1996-1997	\$1550
1997-1998	\$1600
1998-1999	\$1600

This amount shall accrue toward pension credit but shall only be earned upon the supervision of two departments.

C. Administrators or supervisors who supervise overnight student field trips shall be granted compensatory time off equal to the number of days of the field trip. Such compensatory time shall be taken with the approval of the Superintendent of Schools with the appropriate form completed seeking approval of such time. Such time shall be taken no later than September 30 of the fiscal year following the field trip.

**ARTICLE 11**

**DURATION AND EXECUTION OF AGREEMENT**

- A. This Agreement shall be effective as of July 1, 1994, except where otherwise provided, and shall continue in effect until June 30, 1999, subject to the Association's right to negotiate over a successor Agreement as provided in Article 2. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.
  
- B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, all in the day and year first above written.

Attest:

The Board of Education of the Township of  
Cranford, in the County of Union

\_\_\_\_\_  
Secretary

By

\_\_\_\_\_  
President

Attest:

Cranford Administrative and Supervisory  
Association

\_\_\_\_\_  
Secretary

By

\_\_\_\_\_  
President

**BOARD OF EDUCATION**

Steven Montovano, *President*

Thomas Denny, *Vice President*

Peter Caprio

George Jorn

Cynthia Myers

Andrew Pelliccio

Rita Veca

Lois Verhoeven

**NEGOTIATIONS COMMITTEE**

Steven Montovano, *Board President*

Christine Barr

Peter Caprio

Karen Petrozziello

Lois Verhoeven

**CRANFORD ADMINISTRATIVE AND SUPERVISORY ASSOCIATION**

**Officers**

Michael Blasucci, *President*

Irwin Figman, *Vice President*

Joan Wilde, *Secretary*

Sheldon Klenetsky, *Treasurer*

**NEGOTIATIONS COMMITTEE**

Michael Blasucci, *Chairperson*

Fred D'Antoni

Irwin Figman

Helene Unger



**AGREEMENT**

**Between**

**THE BOARD OF EDUCATION  
TOWNSHIP OF CRANFORD  
COUNTY OF UNION**

**and**

**THE CRANFORD ADMINISTRATIVE AND SUPERVISORY ASSOCIATION**

**Commencing: July 1, 1994**

**Terminating: June 30, 1999**



CASA SCATTERGRAM

1996-97

Step	I	II	III	IV	V	VI	VII	VIII	TOTALS
0	79,200	72,990	66,730	62,650	60,600	53,735	40,550	32,140	-
1	81,200	74,990	68,730	64,650	62,600	57,735	42,550	34,140	-
2	83,200	76,990	70,730	66,650	64,600	58,750	44,550	36,140	58,750
3	85,200	78,990	72,350	68,650	66,600	61,000	46,550	38,140	122,000
4	87,200	80,990	74,350	70,650	70,650	63,420	48,550	40,140	134,070
5	89,200	82,990	76,350	71,650	70,600	65,735	50,550	42,140	-
6	91,200	84,990	78,350	73,000	72,600	67,735	52,550	44,140	235,060
7	93,200	86,990	80,400	75,650	74,600	69,735	54,550	46,140	80,400
8	95,200	88,990	83,385	77,860	75,600	71,735	56,550	48,140	376,780
9	97,200	90,990	85,385	79,960	77,600	73,735	57,550	50,140	73,735
10	99,200	92,990	87,385	81,960	79,600	77,150	59,550	52,140	315,270
A	107,200	107,200	88,855	88,855	148,510	75,600	56,550	52,140	1,562,110
Totals	1	1	7	2	2	6	1	1	395,055

1997-98

Step	I	II	III	IV	V	VI	VII	VIII	TOTALS
0	81,000	75,000	67,775	63,595	60,600	55,595	42,995	33,895	-
1	83,000	77,000	69,775	65,595	62,600	57,595	44,995	35,895	-
2	85,000	79,000	71,775	67,595	64,600	59,595	46,995	37,895	-
3	87,000	81,000	73,485	69,595	66,600	61,595	48,995	39,895	-
4	89,000	83,000	75,775	71,595	68,600	62,690	50,995	41,895	62,690
5	91,000	85,800	77,655	73,360	70,600	65,580	52,995	43,895	204,520
6	93,000	87,800	79,655	75,355	72,600	67,580	54,995	45,895	67,580
7	95,000	89,800	81,385	77,195	74,600	70,195	56,995	47,895	244,155
8	97,000	91,800	83,495	79,195	76,600	72,195	57,995	49,895	83,495
9	99,000	93,800	85,635	80,885	78,515	74,195	58,385	51,895	381,155
10	101,000	95,480	88,945	83,195	80,695	76,570	59,995	53,780	321,310
A	109,895	109,895	90,854	90,854	154,345	78,515	58,385	53,780	279,264
Totals	1	2	7	2	2	6	1	1	1,654,159

CASA SCATTERGRAM

1998-99

Step	I	II	III	IV	V	VI	VII	VIII	TOTALS
0	80,000	-	-	64,000	-	56,600	-	36,000	-
1	82,000	77,500	70,000	66,000	62,000	57,600	43,000	38,000	-
2	84,000	82,500	73,000	68,000	64,000	59,600	45,000	40,000	-
3	86,000	84,000	74,500	70,000	66,000	61,600	47,000	42,000	-
4	88,000	86,500	76,665	72,000	67,000	63,000	49,000	44,000	-
5	90,000	89,000	78,500	74,000	69,000	65,255	51,000	45,000	-
6	92,500	91,500	80,500	76,455	71,000	66,255	53,000	47,000	-
7	95,000	93,200	83,000	78,000	73,000	68,455	54,000	49,000	-
8	97,500	96,000	85,355	80,000	75,000	71,405	55,000	51,000	-
9	100,000	97,000	87,860	82,000	77,000	73,500	56,000	53,000	-
10	102,500	98,735	90,355	84,255	79,500	75,500	58,000	55,000	-
A	112,340	112,340	92,899	84,255	81,910	80,275	80,555	56,355	56,355
Totals	1	2	7	2	1	2	6	1	1,719,994
			617,534	160,710	81,910	434,120	60,555	56,355	