

**AGREEMENT BETWEEN THE  
NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT  
BOARD OF EDUCATION AND THE  
NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT  
ATHLECTIC DIRECTORS/PHYSICAL EDUCATION SUPERVISORS  
MAY 20, 2010 – MAY 19, 2013  
PREAMBLE**

1. 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 AD/ Physical Education Supervisor, hereinafter referred to as the "AD/Supervisor", shall cover a period of three years - May 20, 2010 through May 19, 2013 - as detailed in the following paragraphs:

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

2. Salaries for 2010-2013 school years are determined and annexed to this Agreement. Employees contracted prior to July 1, 2007 shall be equal in compensations within five (5) years to the highest salaried individual within the category of Athletic Director/Physical Education Supervisor. Employees contracted on or after July 1, 2010 shall be equal in compensation within nine (9) years to the highest salaried individual within the category of Athletic Director/Physical Education Supervisor.
  - a. The Superintendent may use his/her managerial prerogative when deciding the increment for non-tenured employees. The minimum percentage increase for non-tenured employees shall be no less than 1.5 percent.
  - b. The Superintendent may use his/her managerial prerogative to place employees new to the District at a place in the range that is equal to their years of experience.
  - c. When an employee reaches their tenure year (external = year 4, internal = year 3), his/her salary shall be increased in equal increments with the range until they reach the maximum salary.  
Example = (Current year maximum –current year salary)/years remaining to reach the maximum salary + current year salary)
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	\$110.00 per day
2012-2013 school year	\$125.00 per day

- a. 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 AD/Supervisors who retire 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. Staff employed on or after July 1, 2010 will have a cap on unused sick leave of \$15,000.
  - b. For employees hired on or after July 1, 2010 there will be a cap of unused sick days for retirement purposes at ten (10) days per year.
- 6 The AD/Supervisor calendar shall be the Teachers calendar plus the extra workdays for the months of September and June and twenty (20) workdays during July/August. It is understood that the summer work schedule will be the last five working days in August. Each AD/Supervisor in conjunction with the Superintendent's Office will establish the remaining 15 days each May. AD/Supervisor will receive 5 vacation days to make-up for working games over vacation periods at any time during the year as approved by the building Principals.
  - 7 The AD/Supervisors shall perform the following duties:
    - Administer the Athletic Program in their respective building.
    - Supervise Physical Education Department in their respective buildings
    - Graduation duties as assigned by the High School Principal.
  - 8 Both parties agreed that all AD/Supervisors are employed for 11 months.
  - 9 With Board approval and the Superintendent's recommendation, and based on the current fiscal condition of the school, the AD/Supervisors will be permitted to attend one Athletic Director State or National Conference per year.
  - 10 The AD/Supervisors will be eligible to coach interscholastic sports at their respective high school provided they are not the only coach for that team, and they are coaching on a volunteer basis.

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

The Board indicated its acceptance of this Agreement at its meeting of May 17, 2010  
This Agreement is accepted as indicated below:

Burton Mutton 5/20/10  
President, Board of Education Date

Tom Kaechele 5/19/10  
Date

Ronald M. Jankin 5/20/10  
Secretary, Board of Education Date

Greg Butler 5/19/10  
Date

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

ATHLECTIC DIRECTORS

---

2010-2011 @2.75%

Athletic Director

Minimum	\$115,500
Maximum	\$164,603

DATE APPROVED: May 17, 2010

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

ATHLECTIC DIRECTORS

---

2011-2012 @2.75%

Athletic Director

Minimum	\$118,676
Maximum	\$169,130

DATE APPROVED: May 17, 2010

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

ATHLECTIC DIRECTORS

---

2012-2013 @2.5%

Athletic Director

Minimum	\$121,643
Maximum	\$173,358

DATE APPROVED: May 17, 2010