

CONTRACT

BETWEEN

FLEMINGTON-RARITAN SCHOOL ADMINISTRATORS' ASSOCIATION

AND

FLEMINGTON-RARITAN REGIONAL BOARD OF EDUCATION

July 1, 2003 – June 30, 2006

ARTICLE 1

UNIT MEMBERSHIP

A. **Contract Period**

This contract shall commence on **July 1, 2003 and terminate on June 30, 2006.**

B. **Unit Membership**

In accordance with Chapter 123, Public Laws of 1974, as amended, the Board hereby recognizes the Association as the exclusive and sole representative for the purpose of collective negotiations concerning the terms and conditions of employment for the following supervisory personnel employed or to be employed by the Board.

School Principal
Assistant School Principal
Director of Special Services
Supervisor

Unless otherwise indicated, the term “administrator” when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined. References to male administrators shall include female administrators. All other positions shall be excluded from the bargaining unit.

ARTICLE II

NEGOTIATIONS PROCEDURE

A. **Bargaining Agreement**

The Board and the Association shall engage in good faith bargaining in accordance with the schedule established by law.

B. **Scheduling of Meetings**

Whenever any member of this Association is mutually scheduled by the parties to participate during working hours in negotiation, grievance procedures, conferences or meetings, they shall suffer no loss of pay.

ARTICLE III

GRIEVANCE PROCEDURE

A. **Definition**

A “grievance” shall mean a formal complaint by an administrator, with representation, that there has been a misinterpretation, violation, or misapplication of Board policy, this Agreement, or a decision affecting administrators.

B. **Procedure**

1. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limit shall permit the aggrieved employee 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.
2. It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to execute all assignments and observe all applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.
3. The Association and/or administrator may process a grievance through all levels of the grievance procedure.
4. Any employee who has a complaint shall discuss it first with their immediate superior in an attempt to resolve the matter informally at that level.
5. If, as a result of the discussion, the matter is not resolved to the satisfaction of the administrator within five (5) work days, the administrator or their representative shall serve upon the Superintendent a grievance signed by the administrator or their representative, said grievance to specify the following:
 - a. The nature of the grievance by specifying the contractual article allegedly violated, or the Board policy or administrator decision involved.
 - b. The nature and extent of the injury or loss.
 - c. The result(s) of previous discussion(s).
 - d. Dissatisfaction with decisions previously rendered.
 - e. The remedy sought.

To be considered, an administrator must initiate a grievance within five (5) workdays of the date they knew or should have known of the event giving rise to the grievance. The Superintendent shall communicate the decision to the employee(s) in writing within five (5) work days of receipt of the written decision.

6. If the Superintendent does not resolve the grievance to the satisfaction of the administrator, the administrator shall request a review by the Board of Education no later than five (5) work days after receipt of the Superintendent's decision.

The request shall be submitted in writing through the Superintendent of Schools, who shall attach all related papers and forward the request to the Board of Education. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, hold a hearing with the employee and render a decision in writing within thirty (30) calendar days of the next meeting of the Board.

7. If the decision of the Board does not resolve the grievance to the satisfaction of the administrator and the administrator wishes review by a third party, he shall so notify the Board through the Superintendent within ten (10) work days of receipt of the Board's decision, except in the case of a grievance involving any of the following points:
 - A. Any matter for which a method of review is prescribed by law or any Rule or Regulation of the State Commissioner of Education or any matter which according to law is beyond the scope of Board alone.
 - B. A complaint of a non-tenured administrator which arises by reason of their not being re-employed.
 - C. A complaint by any certified personnel 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.
8. A. The following procedure will be used to secure the services of an arbitrator:
 1. A request will be made to the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator in question.
 2. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the American Arbitration Association to submit a second roster of names.
 3. If the parties are unable to determine, within (10) work days of the initial request for arbitration, a mutually satisfactory arbitrator from the second list, the American Arbitration Association may be requested by either party to designate an arbitrator.

- B. The arbitrator shall be limited to issues involving solely the interpretation and application of this agreement. They can add nothing to, nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The decision of the arbitrator shall be advisory upon both parties. Only the Board and the aggrieved and their representatives shall be given copies of the arbitrator's award. All reasonable attempts will be made to accomplish this within thirty (30) days of the completion of the arbitrator's hearing.
- C. Rights of administrators to representation:
 - 1. Any aggrieved administrator may be represented at all stages of the Grievance procedure by themselves, or at their option, by a representative selected or approved by the Association.
 - 2. When an employee is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance to the Superintendent or any later level, be notified that the grievance is in process, have the right to be present and present its position in writing at all hearing sessions held concerning the grievance and shall receive a copy of all decisions rendered. A copy of the Superintendent's written decision made in response to a written grievance shall be given to the Association immediately.
 - 3. The Board and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination, or reprisal in presenting their appeal with respect to the personal grievance.
- D. The costs for the services of the arbitrator shall be done equally by both parties. Any other expenses incurred shall be paid by the party incurring the same.

ARTICLES IV

ASSOCIATION RIGHTS AND PRIVILEGES

A. Use of School Buildings

Representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times provided that this shall not interfere with or interrupt normal school operations.

B. Use of School Equipment

The association shall have the right to use school facilities and equipment for Association business at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials, supplies, and equipment resulting from such use.

ARTICLE V

VACATIONS AND OTHER LEAVES

A. Work Year

The work year for administrators shall be twelve (12) months commencing July 1 of each year. During the school year when school is not in session, administrators will work at the direction of the Superintendent.

B. Personal Days

Time off to conduct personal business will be granted by the Superintendent when situations arise that cannot be handled during the non-school hours. The administrator will advise the Superintendent of the reason for the request in sufficient time to be sure schools are properly covered.

C. Vacation Time

Administrators shall be entitled to twenty (20) day's vacation during each work year. Vacation for new hires will be determined by the following table:

Month of Hire	No of Vacation Days
July	20
Aug.	18
Sept.	17
Oct.	15
Nov.	13
Dec.	12
Jan.	10
Feb.	8
Mar.	7
Apr.	3
May	3
June	2

Scheduling of vacation requires the approval of the Superintendent. After September 1 of any given work year, an administrator may carry-over up to ten (10) days from the previous year into the current year. Administrators who leave the employ of the Board will be reimbursed for unused vacations that were earned or accumulated during the current work year according to the following table: (a partial day will be paid as a full day)

Month of Departure	No of Vacation Days
July	2
Aug.	3
Sept.	3
Oct.	7
Nov.	8
Dec.	10
Jan.	12
Feb.	13
Mar.	15
Apr.	17
May	18
June	20

D. Death in the Family

Administrators shall be entitled to a maximum of three (3) days at any one time in the event of an administrator's son-in-law, daughter-in-law, father-in-law, mother-in-law, brother-in-law, sister-in-law, aunts, uncles, or grandparents death, and up to five (5) consecutive days leave in the event of the death of an administrator's spouse, child, brother, sister, or parent.

E. Sick leave and Payment for Accumulated Sick Leave

Administrators are entitled to fifteen (15) cumulative days leave per year due to sickness. The Superintendent may recommend to the Board that this limitation be exceeded in extenuating circumstances.

Upon separation from employment, an administrator shall be eligible for payment of unused sick leave as follows:

1. An administrator who has attained tenure as an administrator shall receive payment at a per diem rate of thirty 30 dollars for a maximum of 200 days.
2. An administrator who has attained tenure and retires under the provisos of the T.P.A.F. shall receive payment at a per diem rate of seventy-five (75) dollars for a maximum of 200 days.

F. **Temporary Disability Leave of Absence**

Temporary leaves other than leaves for sickness may be granted by the Superintendent. Extended leaves of absence without pay may be granted at the discretion of the Board of Education upon recommendation of the Superintendent.

ARTICLE VI

INSURANCE PROTECTION

The Board shall pay full premiums for Comprehensive Major Medical, Surgical and Dental for single or family coverage for all administrators.

- a. The Comprehensive Major Medical plan shall include a mandatory second surgical opinion rider.
- b. The comprehensive Major Medical Program and Blue Cross Prescription Drug Co-Pay (\$10.00 for brand names; \$5.00 for generic), single and family plans or an equivalent insurance package mutually agreed upon by the Board and the executive committee of the F.R.E.A. are available to all employees.

All of these plans shall be for full coverage.

In addition, the Board shall pay the employee share of the T.P.A.F. Contributory Insurance.

The Board will pay one hundred (100) percent of the premiums for disability insurance for all tenured administrators. These benefits shall apply to the beneficiary as appropriate.

Non-tenured administrators may, at their discretion, have the same disability coverage at a cost to the Board of Education of eighty (80) percent of the annual premium. These benefits shall apply to the beneficiary as appropriate. Each administrator will be charged twenty (20) percent of their individual premium payable to the Board of Education.

The disability plan will pay approximately sixty (60) percent of the per diem salary rate of the disabled administrator.

During the period of disability, the Board will pay the difference between the administrator's per diem rate and the disability plan benefit. The payment will be charged against the administrator's

accumulated sick leave time. The administrator's unused accumulated sick leave total days will be reduced by 1/4 of a day for each day that the Board pays the per diem differential rate.

The Board shall pay eighty (80) percent of the premiums for co-pay Blue Cross prescription insurance for administrators who retire via TPAF rules. The premiums will be paid for three (3) years immediately following retirement. This plan shall be for husband and wife. To be eligible for retirement health benefits, the administrator will have served for a minimum of ten (10) years in the Flemington-Raritan Regional School District.

ARTICLE VII

PROFESSIONAL GROWTH

A. **New Jersey Administrator's Certification**

It is expected that an administrator recommended for employment by the Superintendent and approved by the Board of Education has the appropriate New Jersey certification as an administrator or a letter of eligibility.

An administrator with a certificate of eligibility will be reimbursed for the mentoring fee at the current rate upon receipt of a copy of the Standard Principal Certificate.

An administrator upon receipt of the Standard Principal Certificate shall be reimbursed for the assessment fee when the administrator receives tenure.

B. **Professional Organization Dues**

Administrators' dues in professional organizations as approved by the Superintendent shall be paid by the Board.

C. **Tuition Reimbursement**

All administrators shall be fully reimbursed for all tuition fees and necessary books, after prior approval by the Superintendent. Proof of successful completion of courses shall be provided before reimbursement is made, and all books shall become Board property and placed in the professional library.

D. **Attendance at Professional Meetings**

Attendance at professional meetings shall be assigned and approved at the discretion of the Superintendent. Registration fees, hotel and expenses, and other fixed expenses shall be prepaid by the Board of Education, with approval of the Superintendent. Other expenses shall be paid after proper reimbursement forms are completed and approved by the Superintendent as follow:

1. Transportation – economy class air fare, or mileage at a rate in conjunction with the State Department, to and from meeting site, plus charges for public city conveyance, if required.
2. All fees and registration as required for participation at meetings.
3. Single-room rate hotel or motel.
4. Reasonable expenses for meals within a maximum of thirty-five (35) dollars per diem.

ARTICLE VIII

SABBATICAL LEAVES FOR ADMINISTRATORS

A. **Eligibility**

After completion of seven (7) years continued experience as an administrator in the Flemington-Raritan Regional School District, an administrator-employee may apply for sabbatical leave for the purpose of self-improvement and benefit to the school system to study or do research. Other plans may be submitted to the Superintendent for Board review.

B. **Guidelines**

Budgetary arrangements require that application for sabbatical leaves must be made prior to November 1st preceding the school year in which the leave would be taken.

Payment during sabbatical leave:

1. In the event an administrator takes a sabbatical leave, the Board will require an employee contract to be signed between the Board and the applicant. This contract will be in effect for the period of the leave and two consecutive years thereafter. Voluntarily failing to complete this arrangement, the administrator shall repay to the Board the full salary received while on leave.

2. Administrators on such leave will be considered as in the employ of the Flemington-Raritan Regional Board of Education, and the time thus spent shall count as regular services toward retirement and for consideration in regard to salary adjustments. From the salary received while on sabbatical leave, there shall be made the regular deductions, as required by law, or authorized by the administrator.
3. Annual contractual salary while on sabbatical leave will be one hundred (100%) percent for 1/2 year or fifty (50%) percent for full year of the approved salary.

C. **Gainful Employment**

While on sabbatical, the employee shall not engage in gainful employment except by written agreement with the board of Education. Scholarships and fellowships do not constitute gainful employment.

D. **Salary Adjustment**

The administrator will receive the full yearly salary adjustment provided they have fulfilled the plans approved by the Board of Education.

E. **Form for Sabbatical**

The form of Sabbatical Leave Agreement to be utilized when sabbatical leave is granted is annexed hereto as Schedule A.

Article IX

Miscellaneous

A. **Administrative Transfers**

The Superintendent shall notify any administrator, in writing, of any involuntary transfer or reassignment at least one full work day prior to the actual transfer or reassignment.

B. **Evaluations**

Evaluations of administrator shall be written at least once each year. No administrator will be terminated, dismissed, or suffer loss in pay without “just cause” as established in title 18:A.

C. **Successor Agreement**

The successor agreement shall be negotiated on a timetable in accordance with New Jersey Law.

D. **Re-Open Clause – Lifetime Health Benefits**

The Board agrees that should any other units employed by the Board be afforded lifetime health benefits the administrators shall reopen negotiations for this purpose only.

E. **Contract Modification**

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 X

Compensation

The salary of each administrator for the 2003-2006 school year shall be as listed on Schedule B.

A. **Tenure Adjustments**

Any administrator shall be entitled to the following adjustment upon the receipt of tenure in the district.

1. For the administrator reporting directly to the Superintendent, a one (1) percent salary adjustment
2. For the administrator reporting indirectly to the Superintendent, a two (2) percent salary adjustment.

In order to provide for eventual comparability of salaries in similar jobs; if individuals were hired at discrepant salaries, the Superintendent may recommend to the Board an increase in this percent at the time that any individual administrator attains tenure.

B. **Longevity**

An administrator reaching an in-district service plateau as described below is eligible for a percentage increment on their base salary. Administrators who have been employed by the district in a position other than administration shall receive a year-for-year longevity credit up to a maximum of five years.

- 10 years = one (1) percent
- 15 years = one and five tenths (1.5) percent
- 20 years = two (2) percent

C. **Annuity**

1. For each administrator who is employed by the Flemington-Raritan Regional Board of Education prior to **September 1 (effective July 1, 2003)** of any contract year and who remains continuously employed as of December 31 of said year, the Flemington-Raritan Regional Board of Education will contribute to an annuity plan or Individual Retirement Account (IRA) designed by the administrator according to the following schedule:

<u>Years in Plan</u>	<u>Amount</u>
1-3	\$ 1,000.00
4-6	1,500.00
7-9	2,000.00
10 +	2,500.00

2. Each administrator shall provide to the School Business Administrator in writing, the name and address of the Annuity Plan or IRA in which contributions are to be made.
3. All contributions shall be made by the Board of Education, through the School Business Administrator, directly into the account designed by the individual administrator.
4. It is expressly understood that, in accordance with applicable federal and state law and regulation, all contributions made by the Board in accordance with the annuity and IRA contribution provisions contained herein, shall be considered taxable income for state and federal income tax purposes, shall be reported by the Board as such, and shall be included on the administrator's W-2 Form.
5. The contribution made to administrator annuity and IRA accounts by the Board shall not be considered income for pension purposes.

D. **Salary Adjustment**

The Board, upon the mutually agreed recommendations by both the Superintendent and the Administrators' Association, may adjust the salary of an administrator during a contract year. This adjustment can only be made upward and will not affect the salaries of the other administrators.

E. **Performance Board/Merit Pay Feasibility Study**

There will be a committee formed consisting of representatives from the FRAA and member(s) of the Board of Education for the purpose of studying the possible implementation of a performance based/merit pay plan.

“SCHEDULE A”

ADMINISTRATIVE STAFF LEAVES AND ABSENCES SABBATICAL LEAVE AGREEMENT

Agreement made this ____ day of _____ by the between the Flemington Raritan Board of Education, hereinafter referred to as “The Board”, and _____ Hereinafter referred to as “The Administrator”: WHEREAS it is the policy of the Board, upon the recommendation of the Superintendent, to grant a sabbatical leave of absence for a period of one year to a professionally certified person employed in the Flemington-Raritan School district for a period of seven years or more of continuous full-time service in the capacity of School Administrator, for the purpose of professional Improvement, and WHEREAS such leave of absence is required to include one or more of the following activities:

- (a) study in an accredited institute of learning;
- (b) independent study of a problem or problems connected with the Flemington-Raritan Schools or with the Administrator’s area of responsibility;
- (c) any other program, including travel, recommended by the Superintendent of Schools and approved by the Board of Education.

Now, therefore, the parties hereto agree as follows:

1. The Board does hereby grant a sabbatical leave of absence to the Administrator for a period of one year commencing _____ and ending _____. During each absence the Administrator shall continue in the employment of the Board and shall receive an annual compensation equal to _____ for that year, and shall advance _____ on the salary schedule. The Board further agrees that all rights belonging to the Administrator while on leave shall be safeguarded and returned. From the salary received while on sabbatical leave, there shall be made the regular deductions as required by law or authorized by the Administrator.
2. Administrator does hereby agree that leave of absence hereby granted shall be used professional improvement, including one of the aforementioned activities. Administrator further agrees to continue in the service of the Flemington-Raritan Board of Education for a period of at least two years after the expiration of such leave of absence. Should the Administrator voluntarily fail to complete this contract, he shall be required to refund any and all compensation received from the Board during the period of leave.
3. While the Board of Education desires that an administrative position will be available to the Administrator upon his/her return, the Board will not specifically guarantee that the identical position will be available upon return from leave.

IN WITNESS THEREOF, the Board has caused these present to be signed by its proper corporate officer, its seal to be hereto affixed and duly attested, and the Administrator has hereunder set hand and seal, duplicate respectively this day and year first mentioned above.

Co-President

Board President

Co-President

Board Secretary

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

FLEMINGTON-RARITAN SCHOOL ADMINISTRATORS ASSOCIATION

by _____
Co-President

SEAL

by _____
Co-President

FLEMINGTON-RARITAN REGIONAL SCHOOL DISTRICT BOARD
OF EDUCATION

by _____
President

SEAL

by _____
Secretary

**SIDEBAR AGREEMENT
BETWEEN
THE FLEMINGTON-RARITAN REGIONAL BOARD OF EDUCATION
AND
THE FLEMINGTON-RARITAN ADMINISTRATORS'
ASSOCIATION**

The undersigned agree to the modifications

C. Tuition Reimbursement

“All administrators shall be fully reimbursed for all tuition fees and necessary books, after prior approval by the Superintendent.”

Recommended change to read:

C. Tuition Reimbursement

“Effective July 1, 2003, all administrators shall be reimbursed annually for tuition fees not to exceed the equivalent of thirty (30) credits at the Rutgers University Graduate rate and necessary books, after prior approval by the Superintendent.”

IN WITNESS THEREOF, the Board has caused these present to be signed by its proper corporate officer, its seal to be hereto affixed and duly attested, and the Administrators have hereunder set hand and seal, duplicate respectively this day and year first mentioned above.

Co-President

Board President

Co-President

Board Secretary

Date _____

Date _____

**“SCHEDULE B”
COMPENSATION 2002-2006**

Administrator	Loc	Date of Hire	2002-2003	2003-2004	2004-2005	2005-2006	Tenure Date	Longevity
Judith Marino	SS	2/1/03	110,000.00	113,609.00	119,481.44	124,559.40	2/2/06	
Joan Matheis	FAD	8/15/95	102,803.29	107,162.29	114,701.51	119,576.32		
Nancy Gartenberg	RFMS	8/18/97	97,466.69	102,575.69	107,877.83	112,462.63		
Marcia O’Brien	RH	7/14/98	96,842.08	101,951.08	107,220.94	111,777.82		
Arthur Berman	RH	8/20/90	97,990.89	101,599.89	106,425.88	110,948.97		
Karen Gabruk	BS	7/12/96	91,884.92	96,993.92	102,007.53	106,342.85		
Mary McGriff	CH	7/1/00	76,927.94	83,242.14	100,477.29	104,747.57		
Carol Baker	CO	1/6/86	82,781.00	86,390.00	91,764.06	95,664.03		
Margaret Codey	CO	9/1/99	82,631.00	86,240.00	90,697.75	94,552.40		
Barry Haines	CO	7/1/02	81,010.94	84,619.94	88,993.95	92,776.19	7/2/05	
Erin Bauersachs	RFMS	6/25/02	75,886.44	81,129.44 (6/26-6/30/04-- \$82,752.03*)	87,029.48	90,728.23	6/26/04	
Jeffrey Fecher	RFMS	6/26/92	75,886.44	80,609.44	84,776.14 (6/27-6/30/05-- \$86,471.66*)	90,146.71	6/27/05	
Mark Masessa	FAD	2/1/97- Teacher 9/1/03- Admin		80,609.44	84,776.14	88,379.12 (7/1-9/1/05-- \$90,146.71*)	9/2/05	
Karen Slagle	BS	7/1/04			81,764.14	85,239.11	7/1/07	
Robert Castellano	CH	7/1/04			81,764.14	85,239.11	7/1/07	

- **The 2002/2003 salaries represent a 4.15% increase as per each salary.**
- **The 2003/2004 salaries represent an increase of \$3,609 plus adjustments, as per Each salary.**
- **The 2004/2005 salaries represent a 4.75% increase as per each salary.**
- **The 2005-2006 salaries represent a 4.25% increase as per each salary.**

*Includes tenure adjustments.

**UPDATED "SCHEDULE B"
COMPENSATION 2002-2006**

Administrator	Loc	Date of Hire	2002-2003	2003-2004	2004-2005	2005-2006	Tenure Date	Longevity
Judith Marino	SS	2/1/03	110,000.00	113,609.00	119,481.44	124,559.40	2/2/06	
Joan Matheis	FAD	8/15/95	102,803.29	107,162.29	114,701.51	119,576.32		8/15/05 (1%)
Nancy Gartenberg	RFMS	8/18/97	97,466.69	102,575.69	107,877.83	112,462.63		8/18/07 (1%)
Marcia O'Brien	RH	7/14/98	96,842.08	101,951.08	107,220.94	111,777.82		7/14/08 (1%)
Arthur Berman	RH	8/20/90	97,990.89	101,599.89	106,425.88	110,948.97		8/20/05 (1.5%)
Kathy Suchorsky	RFIS	9/1/94-8/4/03 7/1/05				108,000.00	7/1/08	
Karen Gabruk	BS	7/12/96	91,884.92	96,993.92	102,007.53	106,342.85		7/12/06 (1%)
Mary McGriff	CH	7/1/00	76,927.94	83,242.14	100,477.29	104,747.57		
Carol Baker	CO	1/6/86	82,781.00	86,390.00	91,764.06	95,664.03		1/6/06 (2%)
Margaret Codey	CO	9/1/99	82,631.00	86,240.00	90,697.75	94,552.40		
Barry Haines	CO	7/1/02	81,010.94	84,619.94	88,993.95	94,631.71*	7/2/05	
Erin Bauersachs ³	RFMS	6/25/02	75,886.44	81,129.44 (6/26-6/30/04-- \$82,752.03*)	87,029.48	90,728.23	6/26/04	
Jeffrey Fecher ²	RFMS	6/26/92	75,886.44	80,609.44	84,776.14 (6/27-6/30/05-- \$86,471.66*)	90,146.71		
Rebecca Hutto ¹	BS	7/1/01-8/2/04 7/1/05	75,886.44	81,109.44	Not Applicable	90,344.49 ⁴	7/1/08	
Mark Masessa	FAD	2/1/97		80,609.44	84,776.14	88,379.12 (7/1-9/1/05-- \$90,146.71*)	9/2/05	2/1/07 (1%)
Karen Slagle	BS	7/1/04			81,764.14	85,239.11	7/1/07	
Robert Castellano	CH	7/1/04			81,764.14	85,239.11	7/1/07	

- The 2002/2003 salaries represent a 4.15% increase as per each salary.
- The 2003/2004 salaries represent an increase of \$3,609 plus adjustments, as per Each salary
- The 2004/2005 salaries represent a 4.75% increase as per each salary.
- The 2005-2006 salaries represent a 4.25% increase as per each salary.

* Includes tenure adjustments

¹Penn/Ed.D. 6/06

²Penn/Ed.D. 6/07

³ Temple/Ph.D. 6/08

⁴ Includes 7/1/04 Tenure Adjustment

6/23/04, 11/3/04, 5/3/05