

**AGREEMENT BETWEEN THE MILLBURN TOWNSHIP BOARD OF EDUCATION
AND THE MILLBURN ASSOCIATION OF SUPERVISORS
AND ADMINISTRATORS
FOR THE SCHOOL YEAR BEGINNING JULY 1, 1993
AND ENDING JUNE 30, 1996**

THIS AGREEMENT is entered into between the Board of Education of Millburn Township, hereinafter called the board, and the Millburn Association of Supervisors and Administrators, hereinafter called MASA.

The Board and MASA met pursuant to the statutes of the State of New Jersey to negotiate with respect to the terms and conditions of employment and have reached certain understandings which are confirmed as follows:

1. The annual salary for each position, the occupants of which constitute the members of MASA, for the school years beginning July 1, 1993 through June 30, 1996 shall be as set forth in Schedule A attached hereto. For purposes of interpreting Schedule A, "Incumbent" shall mean a person occupying the position listed on June 30, 1993. If an Incumbent who does not have an earned doctorate as of July 1, 1993 obtains an earned doctorate during the term of this agreement, and Schedule A does not contain a line for such person's position which includes the qualification of having an earned doctorate then such person shall be paid an annual salary equal to the annual salary indicated on Schedule A plus \$2,000.

2. Except as provided herein, holders of the following MASA positions are employed on a ten month basis: principal of elementary school, director of music, psychologist, departmental supervisor, and guidance counselor. Holders of these positions shall be on duty each school year from September 1 through June 30, provided that if duty is required prior to September 1, an equal number of days of duty will be deducted from the duty requirement at the end of June. Holders of the following MASA positions shall have the option of remaining ten-month employees or becoming employed on a twelve-month basis as of July 1, 1993 or such other date as may be approved by the Superintendent: Supervisor, Principal of Elementary School, Director of Music. All non-incumbent Supervisors, Directors and Principals shall be employed on a twelve-month basis.

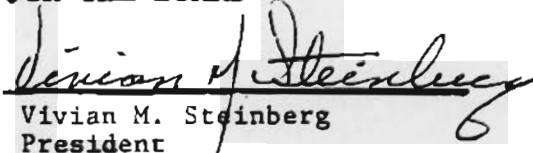
3. Holders of the following MASA positions are employed on a twelve month basis and shall be entitled to one month of paid vacation to be taken at a time approved by the Superintendent of Schools: principal of the high school, principal of the middle school, director of special services, vice principal of the high school, vice principal of the middle school; director of health, physical education and athletics; social worker, and director of technology.

4. In each year of this contract, NASA members shall be entitled to longevity benefits as follows: 20 years in the Millburn district - \$1,500; 25 years in the Millburn district - \$2,000.

5. Other than as expressly provided otherwise above and as specifically excluded below, NASA members are entitled, for the full term of this contract, to the following benefits as included in the MEA agreement for teachers effective for the July 1, 1993 to June 30, 1996 school years and Board Policy 4140: extra pay for extra services, sick leave and personal absences, professional improvement leave, vacation, health benefits and dental plan, right of appeal and grievance procedure, pay procedures, absence for jury duty, promotion, maternity, health and hardship leave, and unused sick days at retirement. Each NASA member is entitled to the Dental Plan benefits described in Article XVII of the MEA Agreement if and only if such NASA member authorizes the Board to deduct from salary payments otherwise due to such NASA member an amount equal to one-half of the premiums paid by the Board for such NASA member's dental insurance coverage.

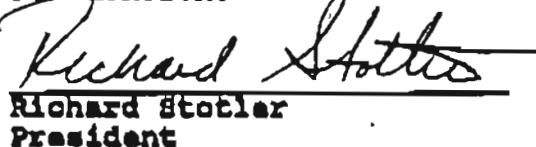
6. NASA hereby agrees to any change in health insurance carrier made by the Board, pursuant to negotiations between the Board and the MEA, for the 1993-94, 1994-94, or 1995-96 school years, provided that pursuant to the agreement between the Board and the MEA, a neutral third party shall review any new health insurance plan proposed by the Board to determine comparability with the current plan, and if such neutral third party determines that the new proposed plan offers benefits less favorable than those offered by the current plan, then the plan proposed by the Board shall not be instituted. If the neutral third party determines that the new proposed plan offers benefits comparable to those offered by the current plan, then the plan proposed by the Board shall be instituted.

FOR THE BOARD


Vivian M. Steinberg
President

Dated: January 24, 1994

FOR N.A.S.A.


Richard Stotler
President

Dated: January 24, 1994

SCHEDULE A

POSITION	1992-93 SALARY	INCUMBENT		NON-INCUMBENT		NON-INCUMBENT		INCUMBENT		NON-INCUMBENT 1994-95 & 1995-96
		10 MONTH	12 MONTH	10 MONTH	HIGH	10 MONTH	HIGH	10 MONTH	12 MONTH	
Principal - H.S.	101,050		106,000			77,500	106,000		111,300	
Principal - M.S.	94,725		99,375			72,500	100,000		104,350	
P.H.S. - Masters	79,850		83,775			60,000	94,000		87,965	
P.H.S. - Doctorate	85,150		89,325			65,000	90,000		89,800	
P.M.S.	63,775		67,875			60,000	68,000		92,275	
Pr. Edu. - Masters +30	80,875		86,750			55,000	89,000		83,200	
Pr. Edu. - Doctorate	82,100		86,125			60,000	91,000		94,825	
Pr. Spec. Services						55,000	85,000			
Pr. Technology						65,000	85,000			
Pr. P.E. & Athletics						35,000	65,000			
Pr. Music - Doctorate	69,475		77,150			50,000	78,000		81,000	
Psychologist - Masters +30	69,475	71,625		45,000	72,000			75,200		45,000
Psychologist - Doctorate	69,475	72,875		45,000	73,000			76,525		45,000
Social Worker	75,102		77,150			40,000	78,000		81,000	
Substance H.S. - 20 yrs. exp.	59,475	62,400		40,000	71,000			65,525		40,000
Substance H.S. <13 yrs. at 93-94	41,300	45,325		40,000	71,000			49,600		40,000
Substance M.S. - Masters +30	67,025	70,300		40,000	71,000			73,825		40,000
Department Supervisor	69,275		77,150			50,000	78,000		81,000	