

**AGREEMENT BETWEEN THE
BOARD OF EDUCATION OF THE CITY OF RAHWAY
IN THE COUNTY OF UNION
AND
THE RAHWAY ADMINISTRATORS AND SUPERVISORS ASSOCIATION
AS MAJORITY REPRESENTATIVE OF CERTAIN PUBLIC EMPLOYEES
FOR THE PERIOD
JULY 1, 1992 THROUGH JUNE 30, 1995**

TABEL OF CONTENTS

I.	Recognition	.....	1
II.	Grievance Procedure	.....	2
III.	Administrator Rights	.....	5
IV.	Association Priviledges	.....	5
V.	Administrator Employment	.....	6
VI.	Payment Schedules	.....	6
VII.	Miscellaneous Provision	.....	6
VIII.	Promotions	.....	7
IX.	Administrator Evaluation	.....	7
X	Teacher and Administrative Facilities.....		7
XI.	Sick Leave	.....	8
XII.	Protection of Teachers, Administrators, Students, and Property.....		8
XIII.	Insurance Protection and Medical Benefits.....		9
XIV.	Deductions From Salaries	.....	10
XV.	Empty	.....	11
XVI.	Duration	.....	11
XVII.	Successor Agreement	.....	12
XVIII.	Absence Policy	.....	12
XIX.	Professional Development Program.....		14
XX	Holidays	.....	15
XXI.	Mileage	.....	15
XXII.	Schedule B Personnel Contract Extension.....		15
XXIII.	Duration of Agreement	.....	15
XXIV.	Administrative Salary Guides	.....	16

This agreement entered into this 1st day of July, 1988, by and between the Board of Education of the City of Rahway, hereinafter referred to as "Board"; and the Rahway Administrators and Supervisors Association, hereinafter referred to as "Association".

WITNESSETH:

WHEREAS, in accordance with R.S. 34:13A-1 (L.169,Ch.303), the parties hereto have negotiated certain agreements hereinafter set forth and the Board has determined certain other items hereinafter included for information, and the Parties hereto have negotiated written policies setting forth grievance procedures for the purposes set forth in said Act.

THEREFORE, it is agreed as follows:

Article I

RECOGNITION

The Board acknowledges with the Association that it has recognized said Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment of the following group of employees and incorporates herein exactly the language and motions utilized to recognize said representation in each case as follows:

A At its meeting of December 18, 1968, the following motion was adopted:

"To recognize the Rahway Administrators and Supervisors Association as the representative organization selected by the majority of employees in the unit comprised of and including all certificated administrative, supervisory personnel, psychologists, and those staff members having administrative or supervisory responsibility, but not including the Superintendent of Schools", to be exclusive representatives for collective negotiation concerning the terms of employment of the employees in such unit including the representing of interests of such employees without discrimination in accordance with Chapter 303, Laws of 1968."

***NOTE: Superintendent, Assistant Superintendent, Business Administrator/Board Secretary, and Supervisor of Maintenance are not included in the bargaining unit.**

ARTICLE II

GRIEVANCE PROCEDURE

A. DEFINITIONS

The term "grievance" means a complaint by any employee that, as to him, there has been an inequitable, improper, or unjust application, interpretation, or violation of a policy, agreement or administrative decision affecting said employee.

The term "grievance" and the procedure relative thereto, shall not be deemed applicable in the following instances:

1. The failure or refusal of the Board to renew a contract of a non-tenure employee, except that appeal for renewal of contract ends with private hearing before the Superintendent of Schools.
2. In matters where the Board is without authority to act.

The term "employee" shall mean any regularly employed administrator under contract receiving compensation from the Board but shall include any organization, agency, or person authorized or designated by any employee or any group of employees, or by a public employee's association, or by the Board to act on its or their behalf and to represent it or them, except that should a majority representative be selected, then in accordance with Section 303, said majority representative shall term "party" means an aggrieved employee, his immediate superior, the school principal or any staff member below the Superintendent who may be affected by the determination of the Superintendent in connection with the procedure herein established.

B. PROCEDURES

1. FOR AN INDIVIDUAL'S GRIEVANCE PROCEDURE:

- a. The aggrieved employee will present his grievance in writing to his immediate superior, if not the Superintendent of Schools, who will render his written decision no later than the fifth working day after receipt of the grievance.
- b. (1) In the event that the aggrieved employee shall wish to appeal from the decision rendered pursuant to paragraph 1, he shall within five (5) working days request in writing the person rendering the decision to forward the grievance and the one or two decisions thereon to the Superintendent with a notice of accomplishment of the forwarding to be provided to the aggrieved employee. Within 10 working days from the receipt of the request for appeal, the Superintendent will call a hearing at which the aggrieved employee and those persons rendering decisions under paragraph 1, shall be present. The aggrieved employee may appear on his own behalf and may designate in writing not more than two other persons to appear with him on his behalf.

The Superintendent of Schools shall at said hearing seek to secure all evidence pertinent to the questions and will render his decisions with reason(s) in writing no later than ten (10) working days from the date of the hearing to all parties in interest. Formal rules of evidence shall not be followed at this hearing.

(2) If the immediate superior is the Superintendent, then C would apply.

- c. In the event that the aggrieved employee shall wish to appeal from the decision of the Superintendent of Schools, he shall within five (5) working days file with the Secretary of the Board of Education a notice of his appeal, whereupon the Secretary of the Board of Education shall secure from the Superintendent of Schools the entire file on the matter, and the Board of Education will review the proceedings and within a maximum of five (5) weeks of the date of the notice of appeal hold a private hearing to review the matter. If the appellant, in his appeal to the Board does not request a hearing, the Board may consider the appeal on the written record submitted to it, or the Board may advise appellant they deem it beneficial to conduct a hearing and set a date for hearing and conduct same. Where the appellant requests in writing a hearing before the Board, a hearing shall be held.

The Board of Education shall, at said hearing, seek to secure all evidence pertinent to the appeal including the presence of the aggrieved and/or not more than two representatives. The Board of Education shall render its decision of the appeal within one (1) month of the hearing.

- d. In the event an employee is dissatisfied with the determination of the Board, then the Association at its sole option may request the appointment of an arbitrator pursuant to the rules and regulations established by the American Arbitration Association with the cost to be borne equally by the Board and the Association as to the first three requests in each year of the Contract, and for all others by the party requesting arbitration.

A request for arbitration shall be made no later than fifteen (15) days following the determination of the Board. Failure to file within said time period shall constitute a bar to such arbitration unless the aggrieved employee and the Board shall mutually agree upon a longer time within which to assert such a demand. This provision is discretionary on the part of the appellant and need not be utilized if a direct appeal is desired by the appellant to the Commissioner of Education. Even should said provision be utilized, the appellant retains all further rights of appeal. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He shall neither add to nor subtract from the Agreement between the parties. The findings of the arbitrator shall be

binding. Only the Board, the Association, and the grievant together with his representative shall be given copies of the arbitrator's findings. These findings shall be rendered within thirty (30) days of the completion of the arbitration proceedings.

- e. The Board has no further jurisdiction beyond the steps set forth above. However, in the event that the grievance shall remain unresolved after action by the Board, the aggrieved party will so notify the Board within ten (10) working days. There remain two (2) more levels of referral:
 - (1) The Commissioner of Education of the State of New Jersey, or through the State Board of Education pursuant to applicable statutes.
 - (2) The Civil Courts.
Procedures for referral here are established by the Commissioner's Office and by law respectively.

2. FOR GROUP GRIEVANCE PROCEDURE:

- a. In the event that a group of employees shall have a common grievance, this grievance may be presented to the Superintendent of Schools by a representative of their choosing, in which case the Superintendent of Schools shall investigate the grievance and call a hearing within ten (10) working days, at which time representatives of the aggrieved employees shall be present together with any other persons whom the Superintendent of Schools may require in order to secure all evidence pertinent to the appeal. Thereafter, the procedure for the appeal from the Superintendent's decision shall follow in accordance with paragraph 3 hereof.

NOTE: As to both 1 and 2 above, inaction at any stage of the period specified for action shall be construed as negative finding.

NOTE: An employee processing a grievance shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal. The status quo shall be maintained pending resolution of said grievance.

ARTICLE III

ADMINISTRATOR RIGHTS

The Board, after having consulted with the Association as representative of the employees and learning of the employees' desires in this area, has determined as follows:

- A. Whenever any administrator is required to appear before the Board of Education or any committee or member thereof concerning any matter which could adversely affect the continuation of that administrator in his office, position, or employment, or the salary or any increments pertaining thereto, he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a person of his own choosing present to advise and represent him during such meeting or interview.

- B. Any administrator shall have the right to comment in writing as to any non-confidential material placed in his file, and such comment shall be attached to the original material. Should said administrator desire a copy of said non-confidential material, he shall have the right to do so by either copying said material by hand or by having copies made of said material at the Board Office, the cost of said copies to be borne by said administrator. Said requests for inspection shall be limited to two (2) in any one (1) academic year, and upon reasonable notice by said administrator to the Office of the Superintendent, he shall have said files available for inspection at times agreed upon between those involved.

ARTICLE IV

ASSOCIATION PRIVILEGES

The Board, after having consulted with the Association as representative of the employees and learning of the employees' desires in this area, has determined as follows:

- A. The Association, as majority representative, shall have the right to place in one school, at its expense in a room normally used by administrators, if practical, one bulletin board to be utilized exclusively by the Association for its own Association business.

- B. The Board agrees to continue to allow the Association to have access to use of buildings on proper notice to the Superintendent in accordance with rules and regulations established by the Board.

ARTICLE V

ADMINISTRATOR EMPLOYMENT

The Board agrees that it shall direct its administration to offer contracts for the next school year to those administrators already employed who are to be re-employed not later than April 30th of the prior year, to the extent possible.

ARTICLE VI

PAYMENT SCHEDULES

The Board agrees to pay all employees covered in this Contract in 24 equal semi-monthly payments.

ARTICLE VII

MISCELLANEOUS PROVISION

In order that the Association's position, as the duly recognized collective negotiation agent for the employees in the appropriate bargaining unit will be clear, it is agreed that representatives designated or selected by public employees for the purposes of collective negotiation by the majority of the employees in a unit appropriate for such purposes or by a majority of the employees voting in an election conducted by the Board as authorized by this Act, shall be the exclusive representatives for collective negotiation concerning the terms and conditions of employment of the employees in such unit. Anything herein shall not be construed to prevent any official from meeting with an employee organization for the purpose of hearing the facts and requests of its members in such unit so long as:

- A. The majority representative is informed of the meeting.
- B. Any changes or modifications in terms and conditions of employment are made only through modification with the majority representative; and
- C. A minority organization shall not present or process grievances.

The parties hereto agree that the definition of "Board" as used in this section shall mean the Public Employment Relations Commission, except that if two competing organizations agree, the Board of Education may conduct the election.

ARTICLE VIII

PROMOTIONS

The Board, after having consulted with the Association as representative of the employees and learning of the employees' desires in this area, has determined as follows:

- A. The Board of Education shall direct its administrators to post on the bulletin boards all positions of a promotional nature and openings in special subject areas, and shall also set forth the requirements for same. It is further agreed that the administrators are to be directed to post a notice when said job has been filled, which notice need not give names or other details other than the position has been filled. All members of this Bargaining Unit applying for such posted promotional positions shall be afforded an interview prior to the selection of the successful applicant.
- B. Any RASA member being appointed by the Board of Education to hold a position in an acting capacity, shall be paid in accordance with Article XXIV during the period in which such acting position is held.

ARTICLE IX

ADMINISTRATOR EVALUATION

The Board, after having consulted with the Association as representative of the employees and learning of the employees' desires in this area has determined as follows:

- A. The Board shall continue its present procedure and does hereby adopt a policy that directs its administrators be provided with copies of every evaluation made of them and that each administrator shall be permitted to submit written answers to any evaluation which he deserves to answer. Administrators shall acknowledge receipt of evaluations in writing when presented.

ARTICLE X

TEACHER AND ADMINISTRATIVE FACILITIES

The Board of Education agrees that it shall work toward implementing adequate teacher/administrative lounges in all schools in this district. The Board further agrees that it shall work toward a goal of providing adequate office space for each subject area.

ARTICLE XI

SICK LEAVE

A All administrators and supervisors who work Schedule B shall receive 14 sick days, which are cumulative: all administrators and supervisors who work Schedule A shall receive 15 sick days, which are cumulative. All administrators who work Schedule C shall receive 13 sick days, which are cumulative.

B. A Sick Leave Bank shall be established for the benefit of all members of the Bargaining Unit. A joint Committee consisting of two (2) members shall be appointed by the Board and two (2) members appointed by the Association. Said Committee shall establish, within sixty (60) days of ratification of this Agreement, written rules, regulations, and procedures for the administration of the sick bank which shall be subject to ratification by the parties. These shall include:

1. Participation in the Sick Bank be voluntary.
2. Sick Bank may be used for extended or catastrophic illness only, and only after the individual's accumulated sick leave has been exhausted.
3. A member's initial contribution shall be three (3) days.
4. When the total days of in the bank falls below a level established by the Committee, an open enrollment will be held. To join or to remain in the Sick Bank, a contribution of three (3) days sick leave shall be required.
5. Employees new to the district shall have thirty (30) days from the first working day in which to enroll in the Sick Bank.

C. Upon request, employee shall submit to the Superintendent, a doctor's certification.

ARTICLE XII

PROTECTION OF TEACHERS, ADMINISTRATORS, STUDENTS, AND PROPERTY

TITLE 18A:6-1 is quoted below:

"No person employed or engaged in a school or educational institution, whether public or private, shall inflict or cause to be inflicted, corporal punishment upon a student attending such school or institution; but any such person may, within the scope of his employment, use and apply such amounts of force as is reasonable and necessary:

- A. To quell a disturbance, threatening physical injury to others;
- B. To obtain possession of weapons or other dangerous objects upon the person or within the control of a pupil;
- C. For the purpose of self-defence; and
- D. For the protection of persons or property; and such acts, or any of them, shall not be construed to constitute punishment within the meaning and intentment of this section. Every resolution, by-law, rule, ordinance, or other act or authority permitting or authorizing corporal punishment to be inflicted upon a pupil attending a school or educational institution shall be void."

ARTICLE XIII

INSURANCE PROTECTION AND MEDICAL BENEFITS

A.

1. The Board shall pay the full premium for each Administrator/Supervisor and, in cases where appropriate, for family plan coverage. Coverage is to include Blue Cross, Blue Shield, Rider J, and a Major Medical Program under "New Jersey Public and School Employees Health Benefits Plan". For each Administrator and Supervisor who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period for employees covered under this contract. When necessary, payment of premiums in behalf of the employee shall be made retroactively or prospectively to assure uninterrupted participation and coverage subject to approval of the insurance company.

2. Any changes made in insurance protection and medical benefits in the Contract with the Rahway Education Association shall be incorporated into this agreement including all terms, language and conditions, with the same force and effect as if said changes were negotiated between the parties herein.

B. Each member of the administrative Bargaining Unit shall be reimbursed up to \$175.00 for costs actually incurred in taking biannual physical examination by an MD or DO upon submission of proof of payment and production of a copy of the physician's report as to the patient's condition. In addition, each member of the administrative Bargaining Unit who has reached the age of 45 shall be reimbursed for annual physical examination on the terms above stated.

C. Each participating member in the Washington National Income Protection Plan shall be reimbursed at the rate of \$100.00 per unit member for the 1988-89 contract year; \$125.00 per unit member for the 1989-90 contract year; and \$150.00 per unit member for the 1990-91 contract year.

D.

1. Effective January 1, 1985 the Board shall pay the full premium for a dental insurance plan to provide employee coverage and eligible dependent coverage as per teacher contract.

2. Any changes made in insurance protection and medical benefits in the Contract with the Rahway Education Association shall be incorporated into this agreement including all terms, language and conditions, with the same force and effect as if said changes were negotiated between the parties herein.

E. The Board shall provide a \$3.00 co-pay prescription plan, for each employee within the Bargaining Unit.

F. The Board shall provide to each Administrator and Supervisor a description of the Health Care insurance coverage provided under this ARTICLE no later than the beginning of each school year, which shall include a clear description of conditions and limits of coverage as listed above.

ARTICLE XIV

DEDUCTIONS FROM SALARIES

A. Each party recognizes the existence of N.J.S.A. 52:14-15.9e covering deductions from salary, which statute is incorporated herein by reference as if fully stated.

B. Representation Fee:

1. The Association shall, on or before October 1, deliver to the Board a written statement containing the following:
 - a. A statement that the Association has determined the amount of representative fee in accordance with the formulated requirements of N.J.S.A. 34:13-5.4.
 - b. A statement that the Association has established a "demand and return system" in accordance with the requirements of N.J.S.A.
 - c. A statement establishing the amount of yearly representation fees to be deducted from the salaries of each non-member. Such representation fee shall not exceed eighty-five percent (85%) of the regular membership dues, fees, and assessments.
 - d. A list of all employees represented by this Unit who have failed to arrange for and become members of the Association and a request that the representation fee of such non-members be deducted in accordance with the Agreement.
2. Beginning with the first full pay period in November, the Board will commence deductions from salaries of such employees in accordance with paragraph 3 below, the full amount of the representation fee and will promptly transmit the amount so deducted to the Association.
3. Pay deduction schedule:

The Board shall deduct the representation fee equally, as nearly as possible, from the paychecks paid to each employee on the aforesaid list, during the remainder of the membership year in question. The deductions will begin with the first paychecks:

 - a. In November, or
 - b. Thirty (30) days after the employee begins his/her employment in a Bargaining Unit position, unless the employee previously served in a bargaining unit position or was on layoff, in which event, the deductions will begin with the first paycheck paid ten (10) days after the resumption of the employee's employment in a Bargaining Unit position, whichever is later. The mechanics for deduction of representation fees and the transmission of such fees due to the Association, as nearly as possible, shall be the same as those used for the deductions of regular membership to the Association.

4. On or about the last day of each month, beginning with the month this agreement becomes effective, the Board will submit to the Association a list of all employees who began during the preceding thirty (30) day period. The list will include names, job titles, and dates of employment for all employees.
5. The Association hereby agrees to indemnify, defend, and save harmless, the Board from any claim, suit, or action of any nature whatsoever which may be brought at law or in equity, or before any administrative agency with regard to or arising from the deduction from the salaries of any employees of any sum of money as a representation fee under the provisions of the Agreement.

ARTICLE XV

ARTICLE XVI

DURATION

The duration of the contract shall be from July 1, 1992, to June 30, 1995. It is specifically agreed that this clause setting forth the period under which this agreement shall be in force shall not prevent the parties from negotiating during said period for successor agreements and said negotiations should be encouraged by each side.

The Board of Education shall reopen this Contract for negotiations of salary and fringe benefits in the event any other employees negotiate benefits not included in this Contract. The specific benefits applicable to this section are:

- A. Longevity
- B. Masters Degree + 30 credits
- C. Sick Leave
- D. Personal Days
- E. Death Policy
- F. Insurance

ARTICLE XVII

SUCCESSOR AGREEMENT

The Board of Education and the Association agree to commence collective negotiations regarding a successor agreement in accordance with the schedule prepared by PERC no later than December 1, 1990, by which time all proposals must be submitted. Both parties agree to meet at reasonable times and to negotiate in good faith.

A. Representative of both the Board and the Association agree that their members shall be given full authority to negotiate, but any agreement reached shall be subject to ratification by the respective bodies.

ARTICLE XVIII

ABSENCE POLICY

The following absence policy as presently revised is made a part of this Contract as follows:

- A. Temporary absence, with pay, may be authorized by the Superintendent for the following:
1. Coverage will be attempted for administrator absences to 1 1/2 - 2 hours to permit him to attend a special occasion that involves his child or spouse.
 2. Coverage will be attempted for the day that administrator receives a degree, if the award is made during a school day.
 3. Temporary absence, with pay, may be authorized by the Superintendent of Schools within the framework of Board policy or guidelines such as: workshops, conferences, conventions, accrued vacations.
- B. If environmental conditions exist that prevent or delay the arrival of an administrator to work on those days when school is closed for students and teachers as the result of an emergency closing, the administrator shall notify the Superintendent. The Superintendent may excuse the administrator for all or part of the day involved.
- C. **Death Policy:**
Full pay deductions except for death in family as follows:
7 days: Spouse, Child.
5 days: Father, Mother, Brother, Sister, Mother-In-Law, Father-In-Law, Grandchildren, Grandparents with a domicile in the home of the employee.

3 days: Any other relative with a domicile in the home of the employee, and a grandparent with a domicile other than in the home of the employee.

1 day: Any other relative not residing in the home of the employee.

NOTE: Bereavement days shall commence within two (2) working days of the death, and said days shall be taken consecutively.

D. Leave of Absence:

A Leave of Absence may be granted by the Board of Education for tenure personnel only, for reasons of health or professional improvement, without pay only.

E. Jury Duty:

If a deferment for Jury Duty has been requested by the employee and said request was denied by the court, the employee shall suffer no loss of pay for serving on the jury, provided he/she submits a copy of the request for the postponement and a copy of the denial for the postponement.

- F.**
1. Effective July 1, 1992, each employee shall be authorized to take two (2) days absence for personal business, for the conducting of such business which could not otherwise be conducted during non-school hours, provided that the request for such an absence be made in writing and presented to the Superintendent at least ten (10) days prior to the requested date or dates, whenever reasonably possible for non-emergency requests, and such requests shall set forth the reason for same. The Superintendent, or his designee may authorize the use of personal days subject to the needs of the school district. In addition, each employee who accumulates fifty (50) sick days or more as of June 30 shall be authorized to take a third days absence for personal business under the same conditions given above.
 2. All Schedule "C" personnel shall receive two (2) additional personal days per year. It is the intention of the parties that such additional days be taken consistent with the needs of the system and with approval of the Superintendent of Schools.

G. Unused personal days shall accumulate up to a maximum of four (4) days. Any additional unused personal days shall accumulate as sick days. Any personal days not creditable to sick days shall be credited to vacation days to be used during the following calendar year. Not more than two personal days shall be granted in any calendar month nor shall any personal day be granted the day preceding a holiday or the day after a holiday without prior approval.

- H.**
1. Absence before 11:00 a.m. will be charged as a full day to the appropriate category above.
 2. Absence after 11:00 a.m. will be charged as a half-day to the appropriate category above.

I. Vacations:

1. All Schedule "A" personnel, administrators and supervisors shall accumulate vacation days at the rate of two (2) per month at the end of each month until the maximum of 22 days per year is reached. In addition, such employees shall be entitled to six (6) additional vacation days (on a pro-rata basis should employment terminate during the contract year). Not more than two (2) personal days shall be granted in any calendar month nor shall any personal day be granted the day preceding a holiday or the day after a holiday.
2. All Schedule "B" personnel, in addition to vacation during July and August of the contract year, shall be entitled to five (5) additional vacation days (on a pro-rata basis should employment terminate during the contract year). It is the intention of the parties that such additional days be taken to the extent possible and consistent with the needs of the system during periods when school is not in session, but subject however, to the fact that all vacation days shall be scheduled for use as approved by the Superintendent of Schools.
3. In addition, they may utilize an appropriate number of their vacation days during the school year subject to the approval of the Superintendent of Schools. Vacation days will only be available when school is not in session.
4. The Superintendent may, when requested, approve compensatory days for administrators.
5. Up to five (5) vacation days may be carried over to the following year with the Superintendent's prior approval.

ARTICLE XIX

PROFESSIONAL DEVELOPMENT PROGRAM

The Rahway Board of Education will support through its annual budget, in the amounts of \$9,500.00 for the 1992-93 contract year, and \$10,000.00 for the 1993-94 contract year, and \$10,500.00 for the 1994-95 contract year, an administrative development program to be determined by and administered by the Superintendent of Schools.

Such a program shall include full tuition reimbursement for up to twelve (12) credits in a year at the going State College rate, upon prior approval of the Superintendent of Schools. Further, such a program may include provisions for payment of dues to professional associations, attendance to conventions, conferences, seminars, and other such activities which in the judgment of the Superintendent, shall contribute to the professional development of the administrative staff.

ARTICLE XX

HOLIDAYS

Thirteen (13) legal holidays will be afforded for one (1) month vacation staff and twelve (12) legal holidays will be afforded for two (2) months vacation staff as determined by the Superintendent.

The day after Thanksgiving is designated as a holiday for all administrators and supervisors as long as Thanksgiving Day remains on a Thursday.

ARTICLE XXI

MILEAGE

A. RASA members who are required to travel within the district as per their job description shall be reimbursed at the IRS per mile in existence as of July 1, which rate shall apply for the entire 12 months following. These members shall include and be limited to Director of Student Personnel Services, Director of Curriculum and Instruction, Area Supervisors, and Psychologists.

B. Travel other than local by members of the unit not listed in "A" above shall be reimbursed at the IRS rate per mile in existence as of July 1, which rate shall apply for the entire 12 months following.

ARTICLE XXII

SCHEDULE B PERSONNEL CONTRACT EXTENSION

The Superintendent may determine that any administrator or supervisor presently employed on Schedule B or C may be extended annually to a 10 1/2 or 11 month status. Such a contract extension shall be compensated on a pro rata basis at the rate of 2% of salary for each week worked based on the new salary effective July 1 of the year in which the work is done. Such contract extension shall be mutually agreed upon.

ARTICLE XXIII

DURATION OF AGREEMENT

The term of this Contract shall be three (3) years commencing July 1, 1992, ending June 30, 1995.

ARTICLE XXIV

ADMINISTRATIVE SALARY GUIDES

A. The base salaries of each administrator, supervisor, and psychologist are listed in the attached guides.

B. The Board shall pay at the time of retirement, as approved by the New Jersey Division of Pensions, additional compensation to each association member with a minimum of twenty (20) years of services in the employ of the Board of Education computed as follows:

The differential of \$10.00 more than the Rahway Education Association reimbursement shall be maintained throughout the duration of this agreement.

C. 1. Area supervisors will work the same schedule as current (Schedule C) for the 1992-93 school year.

2. Beginning in the 1993-94 school year the area supervisors title will be changed to Program Directors and they will work a "B" schedule and be compensated for the change as documented in the salary guide.

D. Salary Increase (including increment)

1992-93	5.6% + \$240 Additional longevity
1993-94	5.0%
1994-95	4.8%

(The 1992-93 salary increase is retroactive to July 1, 1992.)

E. On promotion within the same schedule (A to A, B to B, C to C), the promotee shall receive a salary as determined by the guide for the position to which the promotee is assigned, at that step which gives the promotee a minimum of \$1,500.00 over the step the promotee would have been at had he/she stayed at his/her previous position. On promotion from one schedule to another (B to A, C to B, etc.), the promotee shall receive a salary determined by the guide for the position to which the promotee is assigned at one step beyond which step would give promotee a minimum of \$1,500.00 over the step the promotee would have been at had he/she stayed at his/her previous position.

F. The psychologist positions shall be moved to Schedule "B" effective 1992-93 with additional compensation of \$1,500.00 on each step of existing "C" Schedule.

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 placed thereon this 22 day of March 1994.

RAHWAY ADMINISTRATORS AND
SUPERVISORS ASSOCIATION

BY: *A. Anderson*
President

ATTEST:

Donald J. Loburki
Secretary

THE BOARD OF EDUCATION OF
THE CITY OF RAHWAY IN THE
COUNTY OF UNION

BY: *D. Pansy*
President

ATTEST:

Anthony Rocca Jr.
Secretary

RAHWAY ADMINISTRATORS & SUPERVISORS ASSOCIATION

1992-1993

MA+30 Salary Guide

Position	Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 16
High School Principal	A	77030	78460	79890	81320	82750	84180	85610	87040	88470	89900	90900
Inter.School Principal	A	73365	74795	76225	77655	79085	80515	81945	83375	84805	86235	87235
Dir. of Student Pers.Serv.	A	71265	72695	74125	75555	76985	78415	79845	81275	82705	84135	85135
Elem. Prin.	B	66170	67600	69030	70460	71890	73320	74750	76180	77610	79040	80040
High School Vice Prin.	A	67140	68570	70000	71430	72860	74290	75720	77150	78580	80010	81010
Psychologist	B	52925	54355	55785	57215	58645	60075	61505	62935	64365	65795	66795
Inter. & Elem Vice Prin.	B	59795	61225	62655	64085	65515	66945	68375	69805	71235*	72665	73665
Athletic Dir.	A	62595	64025	65455	66885	68315	69745	71175*	72605	74035	75465	76465
Area Supv.	C	50958	52292	53626	54960	56294	57628	58962	60296	61630	62964	63964

Work Schedules - A 12 months - 1 month vacation, 14 legal holidays
 B 12 months - 2 months vacation, 13 legal holidays
 C School Calendar

Longevity - Placement on Step 16 after 15 years in Rahway, if at maximum. If not at max, add \$1,000.00 to the appropriate step after 15 years in Rahway.

* Plus \$1,000.00 for Longevity.

RAHWAY ADMINISTRATORS & SUPERVISORS ASSOCIATION

1992-1993

MA Salary Guide

Position	Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 16
High School Principal	A	74085	75515	76945	78375	79805	81235	82665	84095	85525	86955	87955
Inter-School Principal	A	70420	71850	73280	74710	76140	77570	79000	80430	81860	83290	84290
Dir. of Student Pers.Serv.	A	68485	69915	71345	72775	74205	75635	77065	78495	79925	81355	82355
Elem. Prin.	B	63225	64655	66085	67515	68945	70375	71805	73235	74665	76095	77095
High School Vice Prin.	A	64240	65670	67100	68530	69960	71390	72820	74250	75680	77110	78110
Psychologist	B	50155	51585	53015	54445	55875	57305	58735	60165	61595	63025	64025
Inter. & Elem Vice Prin.	B	56850	58280	59710	61140	62570	64000	65430	66860	68290	69720	70720
Athletic Dir.	A	59360	60790	62220	63650	65080	66510	67940	69370	70800	72230	73230
Area Supv.	C	48007	49341	50675	52009	53343	54677	56011	57345	58679	60013	61013

Work Schedules - A 12 months - 1 month vacation, 14 legal holidays
 B 12 months - 2 months vacation, 13 legal holidays
 C School Calendar

Longevity - Placement on Step 16 after 15 years in Rahway, if at maximum. If not at max, add \$1,000.00 to the appropriate step after 15 years in Rahway.

* Plus \$1,000.00 for Longevity.

RAHWAY ADMINISTRATORS AND SUPERVISORS ASSOCIATION

1993-1994

MA+30 Salary Guide

Position	Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 16
High School Principal	A	81075	82505	83935	85365	86795	88225	89655	91085	92515	93945	94945
Inter.School Principal	A	77245	78675	80105	81535	82965	84395	85825	87255	88685	90115	91115
Dir.of Student Pers.Serv.	A	75050	76480	77910	79340	80770	82200	83630	85060	86490	87920	88920
Elem. Prin.	B	69725	71155	72585	74015	75445	76875	78305	79735	81165	82595	83595
High School Vice Prin.	A	70740	72170	73600	75030	76460	77890	79320*	80750	82180	83610	84610
Psychologist	B	55885	57315	58745	60175	61605	63035	64465	65895	67325	68755	69755
Inter.& Elem Vice Prin.	B	63065	64495	65925	67355	68785	70215	71645	73075	74505	75935	76935
Athletic Dir.	A	65990	67420	68850	70280	71710	73140	74570	76000	77430	78860	79860
Program Dir.	B	55530	56960	58390	59820	61250	62680	64110	65540	66970	68400	69400

Work Schedules - A 12 months - 1 month vacation, 14 legal holidays
 B 12 months - 2 months vacation, 13 legal holidays
 C School Calendar

Longevity - Placement on Step 16 after 15 years in Rahway, if at maximum. If not at max, add \$1,000.00 to the appropriate step after 15 years in Rahway.

* Plus \$1,000.00 for Longevity.

RAHWAY ADMINISTRATORS AND SUPERVISORS ASSOCIATION

1993-1994

MA Salary Guide

Position	Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 16
High School Principal	A	78000	79430	80860	82290	83720	85150	86580	88010	89440	90870	91870
Inter.School Principal	A	74170	75600	77030	78460	79890	81320	82750	84180	85610	87040	88040
Dir.of Student Pers.Serv.	A	72145	73575	75005	76435	77865	79295	80725	82155	83585	85015	86015
Elem. Prin.	B	66650	68080	69510	70940	72370	73800	75230	76660	78090	79520	80520
High School Vice Prin.	A	67710	69140	70570	72000	73430	74860	76290	77720	79150	80580	81580
Psychologist	B	52990	54420	55850	57280	58710	60140	61570	63000	64430	65860	66860
Inter.& Elem Vice Prin.	B	59990	61420	62850	64280	65710	67140	68570	70000	71430	72860	73860
Athletic Dir.	A	62610	64040	65470	66900	68330	69760	71190	72620	74050	75480	76480
Program Dir.	B	52444	53874	55034	56734	58164	59594	61024	62454	63884	65314	66314

Work Schedules - A 12 months - 1 month vacation, 14 legal holidays
 B 12 months - 2 months vacation, 13 legal holidays
 C School Calendar

Longevity - Placement on Step 16 after 15 years in Rahway, if at maximum. If not at max, add \$1,000.00 to the appropriate step after 15 years in Rahway.

* Plus \$1,000.00 for Longevity.

RAHWAY ADMINISTRATORS AND SUPERVISORS ASSOCIATION

1994-1995

MA+30 Salary Guide

Position	Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 16
High School Principal	A	85300	86730	88160	89590	91020	92450	93880	95310	96740	98170	99170
Inter.School Principal	A	81300	82730	84160	85590	87020	88450	89880	91310	92740	94170	95170
Dir.of Student Pers.Serv.	A	79005	80435	81865	83295	84725	86155	87585	89015	90445	91875	92875
Elem. Prin.	B	73440	74870	76300	77730	79160	80590	82020	83450	84880	86310	87310
High School Vice Prin.	A	74500	75930	77360	78790	80220	81650	83080	84510	85940*	87370	88370
Psychologist	B	58980	60410	61840	63270	64700	66130	67560	68990	70420	71850	72850
Inter.& Elem Vice Prin.	B	66480	67910	69340	70770	72200	73630	75060	76490	77920	79350	80350
Athletic Dir.	A	69540	70970	72400	73830	75260	76690	78120	79550	80980	82410	83410
Program Dir.	B	58490	59920	61350	62780	64210	65640	67070	68500	69930	71360	72360

Work Schedules - A 12 months - 1 month vacation, 14 legal holidays
 B 12 months - 2 months vacation, 13 legal holidays
 C School Calendar

Longevity - Placement on Step 16 after 15 years in Rahway, if at maximum. If not at max, add \$1,000.00 to the appropriate step after 15 years in Rahway.

* Plus \$1,000.00 for Longevity.

RAHWAY ADMINISTRATORS AND SUPERVISORS ASSOCIATION

1994-1995

MA Salary Guide

Position	Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 16
High School Principal	A	82090	83520	84950	86380	87810	89240	90670	92100	93530	94960	95960
Inter.School Principal	A	78090	79520	80950	82380	83810	85240	86670	88100	89530	90960	91960
Dir.of Student Pers.Serv.	A	75970	77400	78830	80260	81690	83120	84550	85980	87410	88840	89840
Elem. Prin.	B	70230	71660	73090	74520	75950	77380	78810	80240	81670	83100	84100
High School Vice Prin.	A	71335	72765	74195	75625	77055	78485	79915	81345	82775	84205	85205
Psychologist	B	55955	57385	58815	60245	61675	63105	64535	65965	67395	68825	69825
Inter.& Elem Vice Prin.	B	63270	64700	66130	67560	68990	70420	71850	73280	74710	76140	77140
Athletic Dir.	A	66005	67435	68865	70295	71725	73155	74585	76015	77445	78875	79875
Program Dir.	B	55266	56696	58126	59556	60986	62416	63846	65276	66706	68136	69136

Work Schedules - A 12 months - 1 month vacation, 14 legal holidays
 B 12 months - 2 months vacation, 13 legal holidays
 C School Calendar

Longevity - Placement on Step 16 after 15 years in Rahway, if at maximum. If not at max, add \$1,000.00 to the appropriate step after 15 years in Rahway.

* Plus \$1,000.00 for Longevity.