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RUTGERS UNIVERSITY

AGREEMENT BETWEEN THE MILLBURN TOWNSHIP BOARD OF EDUCATION  
AND THE MILLBURN ASSOCIATION OF SUPERVISORS AND ADMINISTRATORS  
FOR THE SCHOOL YEARS BEGINNING JULY 1, 1990  
AND ENDING JUNE 30, 1993

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, 1990 through June 30, 1993 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 September 14, 1990. If an Incumbent who does not have an earned doctorate as of July 1, 1990 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.

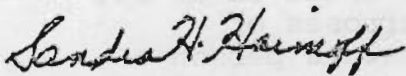
2. Holders of the following MASA positions are employed on a ten month basis and shall be on duty each school year from September 1 through June 30, provided that if duty is required prior to September 1, an equal number of days of duty will be deducted from the duty requirement at the end of June: principal of elementary school, director of music, psychologist, social worker, departmental supervisor, and guidance counselor.

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 physical education and athletics, and director of the instructional media center.

4. Other than as expressly provided otherwise above and as specifically excluded below, MASA 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, 1990 to June 30, 1992 school years and Board Policy 4140: extra pay for extra services, sick leave and

personal absence, 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. For the 1991-92 and 1992-93 school years, MASA members are entitled to the longevity benefits included in the MEA Agreement for teachers for the 1991-1992 school year. In the 1992-1993 school year, each MASA member is entitled to the Dental Plan benefits described in Article XVII of the MEA Agreement if and only if such MASA member authorizes the Board to deduct from salary payments otherwise due to such MASA member an amount equal to one-half of the premiums paid by the Board for such MASA member's dental insurance coverage.

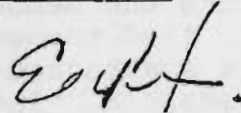
FOR THE BOARD



Sandra H. Haimoff  
President

September 25, 1990

FOR M.A.S.A



Erwin A. Petri, Jr.  
President

September 25, 1990

SCHEDULE A

Position	Incumbent		Non-Incumbent		Non-Incumbent		Non-Incumbent	
	90-91 Salary	91-92 Salary	91-92 Salary Range Low	91-92 Salary Range High	92-93 Salary	92-93 Salary Range Low	92-93 Salary Range High	
Principal H.S.	\$90,555	\$96,875	\$75,000	\$95,000	\$101,050	\$77,500	\$100,000	
Principal M.S.	\$84,900	\$90,825	\$70,000	\$90,000	\$94,725	\$72,500	\$95,000	
V.P.H.S. - Masters	\$71,700	\$76,550	\$60,000	\$76,000	\$79,850	\$60,000	\$80,000	
V.P.H.S. - Masters + 30	\$74,650	\$80,325	\$62,500	\$80,000	\$83,775	\$63,000	\$84,000	
V.P.H.S. - Doctorate	\$73,875	\$81,650	\$62,500	\$82,000	\$85,150	\$65,000	\$85,000	
V.P.M.S.	\$74,650	\$80,325	\$60,000	\$80,000	\$83,775	\$60,000	\$83,000	
Prin.Ele.-Masters	\$64,275	\$68,650	\$50,000	\$69,000	\$71,600	\$50,000	\$72,000	
Prin.Ele.-Masters+30	\$71,900	\$77,350	\$55,000	\$78,000	\$80,675	\$55,000	\$81,000	
Prin.Ele.- Doctorate	\$73,575	\$78,725	\$60,000	\$80,000	\$82,100	\$60,000	\$83,000	
Dir.Spec.Services	\$82,075							
Dir IMC	\$66,350							
Dir.P.E.	\$71,900	\$77,350	\$25,000	\$70,000	\$80,675	\$25,000	\$80,000	
Dir.Music	\$62,250	\$66,600	\$50,000	\$67,000	\$69,475	\$50,000	\$70,000	
Psychologist-Masters+30	\$60,825	\$65,450	\$45,000	\$65,000	\$68,275	\$45,000	\$70,000	
Psychologist- Doctorate	\$62,250	\$66,600	\$45,000	\$66,000	\$69,475	\$45,000	\$70,000	
Social Worker	\$60,825	\$65,450	\$40,000	\$65,000	\$68,275	\$40,000	\$68,000	
Guidance H.S.-20 yrs.exp.	\$53,400	\$57,025	\$40,000	\$57,000	\$59,475	\$40,000	\$60,000	
Guidance H.S.-10 yrs. at 90-91	\$45,675	\$54,375	\$35,000	\$55,000	\$56,725	\$35,000	\$60,000	
Guidance H.S.-10 yrs. at 90-91	\$34,675	\$39,400	\$20,000	\$45,000	\$41,300	\$20,000	\$45,000	
Guidance M.S.-Masters	\$53,400	\$57,025	\$35,000	\$55,000	\$59,475	\$35,000	\$60,000	
Guidance M.S.-Masters+30	\$59,725	\$64,250	\$35,000	\$60,000	\$67,025	\$35,000	\$65,000	
Dept. Sup.-Masters+30	\$60,825	\$65,450	\$50,000	\$66,000	\$68,275	\$50,000	\$70,000	
Dept. Sup.- Doctorate	\$62,250	\$66,600	\$50,000	\$67,000	\$69,475	\$50,000	\$70,000	

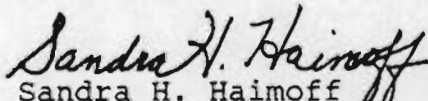
FIRST AMENDMENT TO  
AGREEMENT BETWEEN THE MILLBURN TOWNSHIP BOARD OF EDUCATION  
AND THE MILLBURN ASSOCIATION OF SUPERVISORS AND ADMINISTRATORS  
FOR THE SCHOOL YEARS BEGINNING JULY 1, 1990  
AND ENDING JUNE 30, 1993

THIS FIRST AMENDMENT 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, amending the agreement between the Board and MASA for the school years beginning July 1, 1990 and ending June 30, 1993.

1. Schedule A shall be amended by the addition of the position of Supervisor Special Services with the following salary numbers: Incumbent 91-92 Salary: \$79,920; Non-Incumbent 91-92 Salary Range Low: \$70,000; Non-Incumbent 91-92 Salary Range High: \$80,000; Incumbent 92-93 Salary: \$82,953; Non-Incumbent 92-93 Salary Range Low: \$70,000; and Non-Incumbent 92-93 Salary Range High: \$85,000. For purposes of interpreting Schedule A, "Incumbent" with regard to Supervisor Special Services shall mean a person occupying the position listed on July 1, 1991.

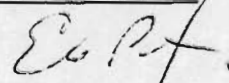
2. The holder of the position of Supervisor Special Services shall be employed on a twelve-month basis and shall be entitled to one month of paid vacation to be taken at a time approved by the Superintendent of Schools.

FOR THE BOARD

  
Sandra H. Haimoff  
President

January 31, 1991

FOR M.A.S.A.

  
Erwin A. Petri, Jr.  
President

January 31, 1991