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A G R E E M E N T

Between

MATAWAN-ABERDEEN REGIONAL BOARD OF EDUCATION

And

MATAWAN REGIONAL ADMINISTRATORS ASSOCIATION

⊗ JULY 1, 1983 through JUNE 30, 1986

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PREAMBLE

THIS AGREEMENT entered into this \_\_\_\_\_ day of \_\_\_\_\_, by and between the BOARD OF EDUCATION OF THE MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT, Monmouth County, New Jersey, hereinafter called the "Board", and the MATAWAN REGIONAL ADMINISTRATORS ASSOCIATION, hereinafter called the "M.R.A.A."

ARTICLE I

Recognition

A. Pursuant to Chapter 123, Laws of 1974, the Board hereby recognizes the M.R.A.A. as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for all principals, assistant principals, supervisors, directors, coordinators, school psychologists, and the dean of students.

B. All other employees employed by the Board not specifically enumerated above are excluded from the collective negotiations unit; however, if a new position is created by the Board which the Association feels should properly be included in the bargaining unit, the Board agrees to negotiate with the Association for these purposes. Failing agreement by the parties, the Association retains the right to ask the Public Employment Relations Commission for a unit determination as to whether said position should be included in the unit.

C. Prior to the proposed elimination of any position in the bargaining unit, the Board shall discuss the matter with the Association. However, the Board retains the sole right in its discretion to eliminate or reduce positions.

D. Any reference to males in this Agreement shall include females, and any reference to the term "administrator" shall refer to all members of the bargaining unit, unless otherwise noted.

ARTICLE II

Negotiation Procedure

A. Timetable

1. The parties agree to enter into collective negotiations in accordance with Chapter 123, Law of 1974, in a good faith effort to arrive at a successor agreement concerning the terms and conditions of administrators' employment. Any tentative agreement reached by the negotiators shall be reduced to writing and submitted to the M.R.A.A. and the Board of Education for ratification.

2. The initial proposals of the M.R.A.A. will be submitted by October 1. Negotiations between parties shall start within thirty (30) days. Board proposals will be submitted to the M.R.A.A. by November 1.

B. Negotiations between the M.R.A.A. and the Board shall take place in accordance with Chapter 123, Law of 1974.

C. The Board of Education shall have the responsibility of reproducing and providing the members of the M.R.A.A. with a copy of said contract as soon as reasonably practicable after ratification.

### ARTICLE III

#### Administrators' Rights and Responsibilities

A. The M.R.A.A. shall have the right to meet with the Superintendent in connection with the formation of policies affecting the operation of the school district. These policies may pertain, but not be limited to, such matters as: school calendar, attendance districts, building programs, administrator-staff-pupil ratios, re-organization plans, staffing, grievances and welfare.

B. When proposals affecting the school district are being negotiated by the Board with any group, the M.R.A.A. shall have the right to designate a representative to advise the Board Negotiating Team. Such representative may, at the option of the Board, be excluded from caucus or executive meetings or sessions.

C. Whenever controversy over an administrator's decision arises, the M.R.A.A. shall have the right to private prior conference with the Superintendent and, if not resolved there, to the Board.

D. All members of the bargaining unit shall have the responsibility to support policies made by the Board, to be conscientious in the discharge of their duties, to conform to high standards of ethical and professional conduct and to effectively carry out administrative procedures and directions issued by the Superintendent provided they are consistent with this agreement and State law.

## Grievance Procedure

### A. Definition

A "grievance" shall mean a claim by an administrator that there has been misinterpretation, misapplication, or a violation of Board Policy, this Agreement, or an administrative decision affecting him. A grievance to be considered under this procedure must be initiated by the administrator in writing within fifteen (15) school days of the time the administrator knew or should have known of its occurrence.

### B. Procedure

1. It is agreed by both parties that these proceedings will be kept informal and confidential as may be appropriate at any level of this procedure.

2. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits 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.

3. It is understood that an administrator shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum, and every effort should be made to expedite the process.

C. Steps

LEVEL ONE:

Any administrator who has a grievance shall discuss it first with the Superintendent or his designee in an attempt to resolve the matter informally at that level.

LEVEL TWO:

If, as a result of the discussion, the matter is not resolved to the satisfaction of the administrator within seven (7) school days, he may set forth his grievance in writing to the Superintendent on the grievance forms provided. The Superintendent shall communicate his decision to the Administrator in writing with reasons within seven (7) school days of the receipt of the written grievance.

LEVEL THREE:

If the grievance is not resolved to the administrator's satisfaction, he, no later than seven (7) school days after receiving the Superintendent's decision, may request a review by the Board of Education. The request shall clearly explain the basis of the grievance and shall be submitted in writing through the Superintendent of Schools, who shall attach all related papers and forward the request within seven (7) school days to the Board of Education. The Board shall review the grievance and shall, at the option of the Board or upon request of the administrator, hold a closed hearing with the administrator and render a decision in writing with reasons within twenty (20) school days of receipt of the grievance by the Board or of the date of the hearing with the administrator, whichever comes later.



#### LEVEL FOUR:

No claim by an administrator shall constitute a grievable matter beyond level three or be processed beyond level three if it pertains to (a) cases of non-renewal of contract of a non-tenured administrator, (b) any matter for which a detailed method of review is prescribed by law, (c) any rule or regulation of the State Commissioner of Education, (d) any by-law of the Board of Education pertaining to its internal operation, (3) any matter which according to law is beyond the scope of Board authority.

If the decision of the Board does not resolve the grievance to the satisfaction of the administrator and the grievance concerns the meaning, interpretation or application of this Agreement, and the administrator wishes review by a third party, he shall so notify the Board through the Superintendent within eleven (11) school days of receipt of the Board's decision. An administrator in order to process his grievance beyond level three must have his request for such action accompanied by the written recommendation for such action by the M.R.A.A.

The M.R.A.A. will make application to the A.A.A. within eleven (11) school days of the receipt of the Board's decision, with a copy to the Board.

#### D. Procedure for Securing the Services of an Arbitrator

The following procedures 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 the dispute 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 ten (10) school days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either party to designate an arbitrator.

4. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The recommendations of the arbitrator shall be advisory. Only the Board and the aggrieved and his representatives shall be given copies of the arbitrator's report of findings, reasons, and recommendations. This shall be accomplished within thirty (30) calendar days of the completion of the arbitrator's hearing.

E. Rights of Administrators to Representation

Any aggrieved administrator may be represented at all stages of the grievance procedure by himself, or, at his option, by representatives or legal counsel selected and/or approved by the M.R.A.A., not to exceed three (3) representatives.

F. Costs

1. Each party shall bear the total cost incurred by themselves.
2. The fees and expenses of the arbitrator are the only costs which will be shared by the two parties, and they will be shared equally.

ARTICLE V

Work Year

A. Members of the bargaining unit who receive a ten (10) month contract shall work in accordance with the adopted school calendar.

B. Members of the bargaining unit who receive a twelve (12) month contract shall be entitled to a vacation in accordance with Article VI thereof.

ARTICLE VI

VACATION

A. Members of the Bargaining Unit who hold twelve (12) month positions shall be entitled to vacation days in accordance with the following schedule in addition to those days during the school year when schools are closed according to the school calendar:

1. Thirty (30) vacation days for employees who have been employed by the Matawan-Aberdeen Regional School District for twenty (20) years or more on the eligibility date.

2. Those with less than twenty (20) years service as aforesaid shall be entitled to twenty-four (24) days.

3. The eligibility date is the June 30th immediately preceding the school year in which the vacation is to be taken.

B. 1. Except in the event of an emergency, three (3) uninterrupted calendar weeks of vacation shall be guaranteed during the months of July and August. The scheduling of these weeks and all other vacation days shall be approved in writing by the Superintendent of Schools. All other portions of the earned vacation period may be taken consecutively or as individual days as approved by the Superintendent of Schools.

2. In order to expedite the scheduling of vacations and to enable the Superintendent of Schools to coordinate the school's requirements with the request of the members of the Association, members will submit through the M.R.A.A. a requested vacation schedule for all members to the Superintendent of Schools no later than May 1st. The requests will be reviewed by the Superintendent of Schools who may either accept the requests or return them with comments as to the reasons why the requests cannot be accommodated. The requesting members will then revise the requests and resubmit same through the M.R.A.A. President.

C. It is the intention of the Board and the Association that vacation days be taken in accordance with the approved schedule. However, the Superintendent may, in emergency situations, request in writing that vacation time in whole or in part be rescheduled or, if necessary, eliminated. In that event the employee will either have vacation time carried forward or receive payment in lieu of vacation. The employee may state his/her preference but the final determination will be made by the Superintendent and approved by the Board of Education.

Except for this emergency situation, vacation days are not accumulative.

D. 1. In the event of the termination of service of a Bargaining Unit member prior to the taking of all of the vacation entitlement the member shall be reimbursed for such time at the rate of 1/240th. of the annual salary for each such day of entitlement. The number of days is limited to days earned and unused in the year of termination at the rate of two and one-half (2 1/2) days per month for employees with twenty (20) years or more of service on their last eligibility date and two (2) days per month for employees with less than twenty (20) years of service. In addition to the above the employee shall also be reimbursed for any permitted carry-over days.

2. In the event termination of service is caused by the demise of the Bargaining Unit member, the earned vacation shall be paid to the Estate of the Deceased.

3. A formula for calculating the dollar value of the pro-rated benefit may be stated as follows:

$$B = \frac{YE}{240} \times DE + CO \times \frac{S}{240} \text{ where}$$

YE = Total days of Entitlement in the Year of Termination Based on Eligibility Date.

DE = Number of Days employed Prior to Termination.

S = Salary in Year of Termination.

CO = Permitted Carry Over Days from Prior Year.

## ARTICLE VII

### Temporary Leave of Absence

#### A. Sick Leave

1. Administrators on a twelve (12) month contract are entitled to twelve (12) sick leave days each administrator's contract year with pay, as of the first official day of the administrator's contract year. Unused sick leave days shall accumulate from year to year with no maximum limit.

2. Members of the bargaining unit under a ten (10) month contractual obligation shall be eligible for ten (10) days sick leave as outlined in above paragraph.

3. All administrators who have exhausted their sick leave because of prolonged illness may request an extension of their sick leave. The Superintendent of Schools may recommend to the Board of Education that the limitation be exceeded in extenuating circumstances.

4. Administrators shall be given a written accounting of their accumulated sick leave days no later than September 15 of each school year.

#### B. On the Job Injury

On the job injury benefits shall be governed by the provisions of N.J.S.A. 18A:30-2.1. Any money received for workmen's compensation shall be deducted from the salary of the bargaining unit member.

#### C. Absence for Death in Family

In the case of death of a parent, brother, sister, spouse, child or a relative who is a member of the immediate household of an

administrator, the administrator shall be excused, without loss of pay, from the day of death for a period not to exceed seven (7) calendar days.

D. Absence for Death of a Relative

In case of the death of a relative not included in the above section, an administrator shall be excused for the day of the funeral without loss of pay. The definition of relative in this section shall include the following: grandfather, grandmother, uncle, aunt, nephew, niece, cousin, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, grandchild, stepchild, stepfather, stepmother.

E. Absence by Reason of Quarantine or Court Order

An administrator absent from school by reason of quarantine by the Board of Health, or in compliance with the requirements of a court subpoena shall not suffer deductions in pay for such absence.

F. Family Illness

In case of absence because of illness of a parent, brother, sister, husband, wife, child, mother-in-law, father-in-law, or a relative who is a member of the immediate household of the administrator, the administrator may be excused, without loss of pay, provided the absences do not exceed three (3) days in any school year.

G. Personal Days

Administrators shall be entitled to two (2) days per year for personal business with notice to the Superintendent of Schools. Any unused personal day will be added to the individual's accumulated sick leave.

ARTICLE VIII

Extended Leaves of Absences

A. Requests for leaves of absence without pay may be granted at the discretion of the Board of Education upon recommendation of the Superintendent of Schools.

B. All legal benefits to which an administrator was entitled at the time his leave of absence commenced, including unused accumulated sick leave, shall be restored to him upon his return and he shall be assigned within the scope of his certification as determined by the State Board of Examiners.

C. Sabbatical Leave: Upon Completion of Five (5) Years of Administrative Service

1. The Board agrees to grant administrators a sabbatical leave of absence for educational reasons for a full year at seventy-five (75%) per cent of the salary rate he would have received if he had remained on active duty, or for a half year at eighty-five (85%) per cent of the salary rate he would have received if he had remained on active duty.

A position vacated for a half year sabbatical shall be covered by the existing staff or by an appointment of additional personnel at the discretion of the Board.

2. Requests for sabbatical leave shall be received by the Superintendent of Schools, in writing, no later than March 1st, and action should be taken on all such requests no later than April 1st., of the school year preceding the school year for which the sabbatical leave is requested.

3. No more than one administrator shall be granted a Sabbatical Leave during any given year. In the event more than one application



is received, the decision of the Superintendent of Schools shall be final. However, for the purpose of meeting requirements for advanced degrees and residency requirements, the Board of Education may exceed this number, at its discretion.

4. An administrator granted a sabbatical leave must agree in writing to continue working in the system for at least two (2) years following the sabbatical leave, or remit to the Board of Education the payment made during such leave, except in cases of death or disability.

5. If an administrator fails to continue in service after such leave of absence, the administrator shall repay to the Board a sum of money bearing the same ratio as the amount of salary received while on leave of absence that the unperformed part of the two (2) subsequent years service bear to the full two (2) years, unless such administrator is incapacitated, has been discharged or has been released for good and sufficient reasons by the Board from this obligation.

6. Administrators may not receive more than one (1) sabbatical leave in any given ten (10) year period. The Board of Education may grant an exception to this restriction.

ARTICLE IX

Health Care Insurance

A. The Board agrees that for the 1983-84, 1984-85 and 1985-86 school years, it will provide individual and full family health care insurance coverage through the New Jersey Public and School Employees Health Benefits Program which shall include:

1. Blue Cross
2. Blue Shield
3. Major Medical
4. Rider J

B. The Board shall continue to provide a full family dental plan at an aggregate cost for all employees in the bargaining unit not to exceed (a) 1983-84 -- \$368.64, (b) 1984-85 -- \$368.64, (c) 1985-86 -- \$410.00, maximum per employee. Any increase in insurance premiums during the life of this Agreement shall be borne by the individual administrator.

C. Administrators whose families are covered by health care insurance other than that provided by the Board of Education will not, in order to avoid duplication, be covered by the health care insurance program of the Board.

D. The Board shall provide a prescription insurance plan in effect until December 31, 1983. Effective January 1, 1984, said plan shall terminate and employees shall have an individual fund of \$110.00 minus the cost of the premiums for said prescription plan for the period July 1, 1983 to December 31, 1983. The remainder shall be used for direct prescription reimbursement and/or optical reimbursement. In 1984-85 and 1985-86, \$110.00 shall be allocated for the same program. This is applicable to employees and their dependents.

E. The Board may change insurance carriers at its option and after notification to the M.R.A.A., provided substantially equal or similar benefits are provided and further provided that there is no increase in the premium level.

F. Administrators shall be allowed one-hundred and fifty (\$150.00) dollars per year for a physical examination. The bill will be paid directly to the physician or the employee upon submission of a voucher to the Secretary of the Board of Education.

ARTICLE X

PROFESSIONAL DUES

The Board agrees to pay dues for each administrator for membership to professional associations of the Administrator's choice, excluding membership in the New Jersey Education Association and Matawan Regional Administrators Association, not to exceed \$250.00 per unit member per school year.

## ARTICLE XI

### Administrator Evaluations

A. Any evaluation of an administrator which may be used as a determining factor for his salary or his job continuation must be made in writing to the administrator.

B. An administrator has the right to examine his file at any reasonable time and may attach comments as a part of the permanent record to any item.

C. Any complaints regarding an administrator which are to be included in his file shall be made known to the administrator. A copy of any written notation of a complaint which may be placed on file or forwarded to the Board of Education must be given to the administrator and he will have the right to answer such complaints individually or with representation of his choice. A file notation with date will be made by the person furnishing the administrator the aforementioned information and the administrator will initial the notation to signify his receipt of same. In the event the administrator refuses to initial the receipt of the information, a file notation to that effect will also be made. The administrator shall also have the right to append a written file notation with his own replies and reasons. Such answer, if any, will be made within six (6) school days from the furnishing to the administrator of the complaint.

D. Proposed changes in the evaluation procedure will be discussed with the M.R.A.A. prior to adoption or implementation if a request for discussion is made after notification of the proposal is given.

ARTICLE XII

Miscellaneous

A. Whenever an administrator incurs damage to his personal property as a result of actions taken in the performance of his duties as an administrator, the Board of Education agrees to review the administrator's claim for such losses to the extent that his personal insurance does not cover the damage.

B. Administrators shall be allowed twenty (\$.20) cents per mile for 1983-84 school year, twenty-one (\$.21) cents per mile for 1984-85 school year and twenty-two (\$.22) cents per mile for 1985-86 school year for travel in their own vehicles when they are used at the discretion of the Superintendent of Schools for duties directly related to their employment.

ARTICLE XIII

Payment for Educational Expenses

A. Administrators, upon written request to their immediate supervisor and at the discretion of the Superintendent, may be granted time off for the purposes of professional improvement.

B. Application for such authorization must be made at least one (1) week in advance. A written report of said professional visit shall be submitted to the Superintendent of Schools within five (5) days of said professional visit.

C. Administrators shall be allowed an aggregate maximum for all members of the bargaining unit of Four Hundred (\$400.00) Dollars per school year, multiplied by the number of persons in the bargaining unit, for expenses of attending workshops, conventions and conferences when attendance is required or authorized by the Superintendent of Schools.

However, all such expenses shall be recoverable only to the maximum of Six Hundred (\$600.00) Dollars for any one individual upon the presentation of appropriate voucher.

D. All administrators shall be eligible for tuition reimbursement. Reimbursement will be made under the following conditions:

1. Approval of the course to be taken must be obtained from the Office of the Superintendent of Schools prior to starting in the course. The initial request shall be submitted to the Superintendent's

Office at least two (2) weeks prior to the start of the course.

Superintendent may recommend the type of course to be taken.

2. Courses taken must lead to a definite educational objective related to assigned position of the applicant, or the courses must be directly related to the individual's professional needs as determined by his or her assigned position.

3. All courses eligible for tuition reimbursement must be successfully completed in accordance with the standards of the school or organization offering the course.

4. Reimbursement shall be limited to an aggregate maximum for all members of the bargaining unit of Nine Hundred (\$900.00) Dollars per school year, multiplied by the number of persons in the bargaining unit. However, no administrator shall receive more than Eleven Hundred (\$1,100.00) Dollars for the school year in tuition reimbursement.

5. To be eligible for tuition reimbursement the administrator involved must file official evidence of successful completion of all reimbursable courses with the Office of the Superintendent of Schools. Successful completion shall be:

(a) A Letter grade of "B" or better where letter grades are given.

(b) "Pass" when "Pass-Fail" is given.

(c) An official document that the course was completed in those situations where grades are not given.

6. In order to avoid a duplication of benefits from public funds, those courses taken under the Veterans Benefit Act, National Science Foundation Grants, NDEA Grants or other public scholarship and



aids shall not be eligible for reimbursements.

E. Administrators shall be reimbursed for fees and books and a maximum of One Hundred (\$100.00) Dollars for all other expenses for each course successfully completed as authorized by the Superintendent of Schools.

ARTICLE XIV

Workshops

Administrators shall attend workshops up to a maximum of three (3) days to be held at the discretion of the Superintendent. Such workshops will not be held on weekends, holidays or vacation days. The content of such workshops will be determined by the Superintendent in consultation with the administrative staff.

ARTICLE XV

Salaries

The undersigned parties have been negotiating for a successor contract and have reached a partial settlement. Both parties desire to implement the new salary schedule in the calendar year 1983 even though total agreement has not been reached.

It is agreed that the attached salaries and guide are to be effective for the 1983-84 school year and that the guide shall not survive the 1983-84 school year.

The Board agrees to implement the salaries and to issue retroactive paychecks in December 1983, provided this memorandum of agreement is ratified by the MRAA prior to December 13, 1983.

In consideration of the above, the MRAA agrees to enter into good faith discussions with a committee to be designated by the Board of Education and the Superintendent of Schools for the development of a salary payment system for the 1984-85 school year, which will focus on the development of a merit and range system which will be mutually agreed to by both parties. A timeline of meetings will be developed to this end.

It is understood that proposals which have not been either withdrawn or tentatively agreed upon are still on the table, notwithstanding execution and ratification of this agreement.

(Signed) MRAA  
Board Negotiating Committee

Ratified by MRAA December 9, 1983

ARTICLE XVI

Fully Bargained Provisions

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement.

ARTICLE XVII


Duration of Agreement

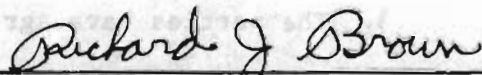
THIS AGREEMENT shall become effective on July 1, 1983, and shall continue in effect through June 30, 1986. The Agreement shall not be extended orally, and it is expressly agreed that it shall expire on its expiration date.

IN WITNESS WHEREOF, the Association has caused these presents to be signed by its President and Secretary and the Board has caused these presents to be signed by its President and Secretary, and its seal to be affixed all on the day and year first above written.

MATAWAN-ABERDEEN REGIONAL  
BOARD OF EDUCATION

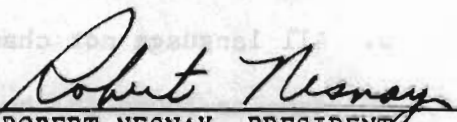
ATTEST:

  
BRUCE M. QUINN  
BOARD SECRETARY/BUS. ADMINISTRATOR

BY   
DR. RICHARD J. BROWN, PRESIDENT

MATAWAN REGIONAL ADMINISTRATORS  
ASSOCIATION

  
SUMNER CLARKE, SECRETARY

BY   
ROBERT NESNAY, PRESIDENT

Memorandum of Understanding

1. The M.R.A.A. does accept the memorandum of December 13, 1983, and the Board Resolution of December 12, 1983, requiring a three year contract reopenable on April 15, 1984, as to wages for 84-85 and 85-86.
2. The parties agree to the following schedule referred to in the fourth paragraph of the above referred to Memorandum of Understanding:  
A working committee will meet at reasonable intervals calculated to produce a report to a negotiating Committee of the Association and the Board of Education by March 30, 1984.
3. The parties have agreed to all other proposals. Each group agrees to submit the proposed settlement, with its recommendation, to its principal.
4. The settlement consists of all of the tentative agreements previously executed.
5. All other proposals are withdrawn.
6. All language not changed by tentative agreement shall be the same as found in the last executed agreement.

Dated: December 14, 1983

The contract to be executed shall contain a sidebar agreement listing the following benefits. (It is understood this language is an outline form and must be finalized).

1. Mileage allowance same as in teacher contract.
2. Terminal leave, prescription plan, dental maximums same as teacher, medical coverage.
3. Banking of unused sick days and personal days same as teachers.
4. Tuition reimbursement benefit redefined to permit \$900 payment on account of each bargaining unit member with a cap of \$1100 for an individual member to be effective first year contract.
5. Personal leave on notice to Superintendent rather than on approval.

Dec. 14, 1983

MEMORANDUM OF UNDERSTANDING

WHEREAS the BOARD OF EDUCATION OF THE MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT and the MATAWAN REGIONAL ADMINISTRATORS ASSOCIATION have previously entered into a three (3) year contract covering the school years 1983-84, 1984-85 and 1985-86 reopenable as to wages only on April 15, 1984 for the school years 1984-85 and 1985-86, and

WHEREAS by memorandum dated December 9, 1983, the parties agreed upon salaries payable in the first year predicated upon good faith discussions for the development of a merit/range salary system for the subsequent years, and

WHEREAS such discussions have taken place but no agreement has been concluded, and

WHEREAS the Negotiating Committee for the Board is willing to recommend salaries for the school year 1984-85, but is not willing to surrender its position that a merit/range system be installed, and

WHEREAS, the parties have reached an impasse on the merit/range system,


NOW THEREFORE, the parties agree as follows:

1. The Board Negotiating Committee will give to the Association Negotiating Committee its written proposal describing the merit/range system no later than November 1, 1984.

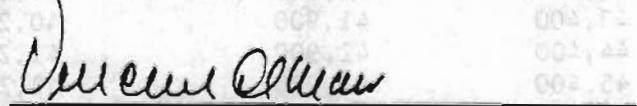


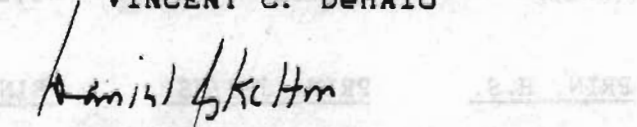
2. The parties agree that a joint declaration of impasse will be filed with the Public Employment Relations Commission if agreement is not reached by December 3, 1984.

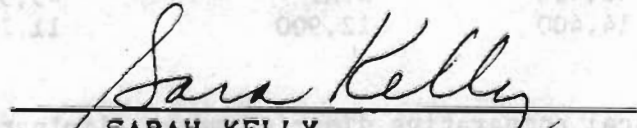
3. Each Negotiating Committee agrees to submit the annexed 1984-85 salaries to their principals for ratification with the understanding that the Board Negotiating Committee does not abandon its merit/range salary proposal for the year 1985/86.

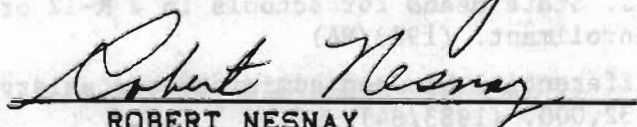
  
ALPHONSE DeROSA

  
MICHAEL KLAVON

  
VINCENT C. DeMAIO

  
DANIEL SKELTON

  
SARAH KELLY

  
ROBERT NESNAY

DATED: October 4, 1984

M.R.A.A. - ADMINISTRATORS' SALARY GUIDE

<u>#</u>	<u>NAME</u>	<u>SALARIES - 1983/84</u>
01.	Robert Nesnay	\$46,400
02.	Roger Tuccillo	44,900
03.	Helen Negrin	44,900
04.	Martin Dempsey*	43,700
05.	Sumner Clarke	43,200
05.	George Cristiano	43,200
07.	John Walsh	43,200
08.	Thomas Stachura*	39,900
09.	John Luczkovich*	39,900
10.	Daniel Skelton	39,400
11.	George Connelly	39,400
12.	Patrick Maggio	39,400
13.	Richard Cunningham	39,400
14.	Sarah Kelly	33,800
15.	Helen Rappaport	33,800
16.	Joseph Colford	29,300
17.	Phyllis Shore	32,350
18.	Harold Dolan	39,400

Total for 18 salaries = \$715,550

\* - Longevity pay clause for service after 15 years (+ \$500)  
and after 20 years (+ \$500).

<u>#</u>	<u>PRIN. H.S.</u>	<u>PRIN. JHS/MS.</u>	<u>PRIN. EL. SCH.</u>	<u>DIR./A.P.</u>	<u>COORD.</u>	<u>PSYCH</u>
(1)	42,400	40,900	39,200	35,400	29,250	27,800
(2)	43,400	41,900	40,200	36,400	30,250	29,300
(3)	44,400	42,900	41,200	37,400	31,250	30,900
(4)	45,400	43,900	42,200	38,400	32,350	32,400
(5)	46,400	44,900	43,200	39,400	34,400	33,800

<u>#</u>	<u>PRIN. H.S.</u>	<u>PRIN. JHS/MS.</u>	<u>PRIN. EL. SCH.</u>	<u>DIR./A.P.</u>	<u>COORD.</u>	<u>PSYCH</u>
A	47,210	44,864	41,660	40,499	N.A.	N.A.
B	48,420	N.A.	43,515	41,547	37,256	N.A.
C	14,400	12,900	11,200	7,400	2,200	1,800

- A. Local comparative district means eliminating the high and low districts. (1983/84).
- B. N.J. State means for schools in a K-12 organizations with 3,000 to 5,999 student enrollment. (1983/84)
- C. Differential between administrator salary and 2 teacher's salaries at MA+30 \$32,000. (1983/84)

MRAA ADMINISTRATIVE SALARIES -- 1984-85 SCHOOL YEAR

#	NAME	ADJUSTED 83/84	% W/O LONG.	84/85
01	Nesney, Robert	46,400	9.1	50,600
02	Tuccillo, Roger	44,900	8.0	48,500
03	Negrin, Helen	44,900	8.0	48,500
04	Dempsey, Martin	43,700	6.9	46,700
05	Clarke, Sumner	43,200	8.1	46,700
06	Cristiano, George	43,200	8.1	46,700
07	Walsh, Tom	43,200	8.1	46,700
08	Stachura, Thomas	39,900	8.5	43,300
09	Luzzkovich, John	39,900	8.5	43,300
10	Skelton, Daniel	39,400	9.9	43,300
11	Connolly, George	39,400	9.9	43,300
12	Maggio, Patrick	39,400	9.9	43,300
13A	(Cunningham, Richard)	39,400	N/A	7,217
13B	Primack, Harriet	N/A	N/A	33,583
14	Shore, Phyllis (Promoted)	38,400	10.2	42,300
15	Kelly, Sarah	33,800	9.0	36,850
16	Rappaport, Helen	33,800	9.0	36,850
17	Coiford, Joseph	29,300	11.8	32,750
	Average Totals:	582,200	8.5	740,450

Pro-rated Amount \*  
Pro-rated Amount \*\*

1984/85

SALARY GUIDE

#	H.S. PRIN.	J.H.S./M.S. PRIN.	ELEM. PRIN.	A.P./DIR.	COORD.	PSYCH.
01	45,600	43,500	41,700	38,300	32,350	30,075
02	46,600	44,500	42,700	39,300	33,350	31,400
03	47,600	45,500	43,700	40,300	34,350	32,750
04	48,600	46,500	44,700	41,300	35,350	34,100
05	49,600	47,500	45,700	42,300	36,350	35,475
06	50,600	48,500	46,700	43,300	37,350	36,850
Average:	48,100	46,000	44,200	40,800	34,850	33,442

\*Pro-rated amount for two months based on a yearly total of \$43,300. To be paid out on a daily rate of pay basis for actual compensation.

\*\*Pro-rated amount for ten months based on a yearly total of \$40,300. To be paid out on a daily rate of pay basis for actual compensation.

8. RECOMMEND: That an additional one time adjustment for Martin Dempsey in the amount of \$500.00 Brings his salary to \$47,200 or a total percent increase of 8.0%.

