

AGREEMENT

New Providence Board of Education and
New Providence Principals
Association

2005-2006

2006-2007

2007-2008

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PREAMBLE

This agreement is entered into this 14th day of July 2005, by and between the Board of Education of the Borough of New Providence, hereinafter called the “Board,” and the Principals Association, hereinafter called the “Association.”

ARTICLE II

NEGOTIATIONS PROCEDURE

A. The Board and the Association agree to enter into negotiations over a successor agreement in accordance with the rules and regulations of the Public Employment Relations Commission. At that time the Association agrees to present to the Board its proposals for modifications to be included in the successor agreement. Each party shall be free to propose and negotiate with regard to all appropriate subjects, which it desires to place before the other for consideration. Any agreement so negotiated shall incorporate all rights and obligations assumed by each party and reflect the complete and final understanding on all matters covered by this negotiated agreement. Such agreement shall apply to all members of the negotiating unit, and shall be reduced to writing and, after ratification, signed by all parties.

B. Neither party in any negotiations shall have any control over the selection of the negotiation representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counterproposals in the course of negotiations consistent with their status as representatives of their principals.

C. Whenever members of the bargaining unit are mutually scheduled by the parties hereto to participate during working hours in negotiations, they shall suffer no loss of regular pay thereby.

D. During its term this agreement shall not be modified in whole or in part by the parties, except by mutual agreement to reopen for negotiations, and by a written amendment duly executed by both parties.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definitions

1. Aggrieved Person...is the person or persons making the claim that, as to him, grievance has arisen.
2. Grievance ... is hereby defined as a complaint arising from a violation, misinterpretation, unfair or inequitable application of the agreement, except that the term shall not apply to the following:
 - a. Any matter in which a method of review is prescribed by law, or
 - b. Any rule or regulation of the State Board of Education or of the State Commissioner of Education
 - c. A complaint of a non-tenured principal, which arises by reason of his not being re-employed
or
 - d. A complaint by any certificated person occasioned by his lack of appointment or lack of retention in any position for which tenure is either not possible or not required.

B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to

problems, which may from time to time arise affecting grievances of principals. Both parties agree that the proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

2. Nothing herein contained shall be construed as limiting the right of any principal having a grievance to discuss the matter informally with the Superintendent and having the grievance adjusted without the intervention of the Association, provided the adjustment is not inconsistent with the terms of this agreement.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated shall be considered a maximum at each level, and every effort should be made to expedite the process. Time limits specified may be extended or shortened by mutual agreement.

2. In the event a grievance is filed at such a time it cannot be processed through all the steps in this grievance procedure by June 30th and if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable.

D. Sequence of Levels for Resolving Grievances

Level One - Any principal having a grievance shall, within fifteen (15) calendar days of the occurrence thereof, submit said grievance in writing to the Superintendent of Schools, and shall meet with the Superintendent in an effort to resolve the matter.

Level Two - If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Superintendent, he may, within five (5) school days after a decision by the Superintendent or fifteen (15) school days after the grievance was delivered to the Superintendent, whichever is sooner, submit the grievance in writing to the Board of Education.

Level Three - If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within fifteen (15) school days after the grievance was delivered to the Board, he may, within ten (10) school days after a decision by the Board, or twenty-five (25) school days after the grievance was submitted to the Board, whichever is sooner, submit the grievance to arbitration.

E. Procedure for Invoking Arbitration

a. The demand for a list of arbitrators shall be made to the Public Employment Relations Commission in accordance with its rules and regulations.

b. The arbitrator shall be limited to the facts as presented to him in rendering his decision. He shall not have the authority to add to, modify, or detract from the specific or express terms of the agreement.

His decision shall be advisory except as to disciplinary matters, including any disciplinary withholding of increment, which are determined to be arbitrable in accordance with Chapter 269 of the Laws of 1989.

c. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses, and the costs of the hearing room, if any, shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

F. Rights of Principals to Representation

1. Any aggrieved person may be accompanied at all stages, including Level One of the Grievance Procedure, by his representative. The Association shall have the right to be present and to state its views at all stages of the grievance procedure.

2. Any participant in the grievance process shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal by reason of such participation.

G. Miscellaneous

1. If, in the judgment of the Association, a grievance affects a group or class of principals, the Association may initiate such grievance by submitting it in writing to the Superintendent of Schools directly, and the processing of such grievance shall be commenced at Level One. This grievance shall be signed by at least one of the principals who claims to be an aggrieved person.

2. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the

Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

3. All meetings and hearings under this procedure shall not be conducted in public and shall include only the aggrieved person and his designated or selected representatives, Association representatives heretofore referred to in this Article, and appropriate administrative representatives.

4. There need be no agreement between the Board and/or the Administration and the aggrieved person that the matter submitted in accordance with the grievance procedure is grievable.

ARTICLE IV
BOARD'S RIGHTS

A. The Board, on its own behalf and on behalf of the citizens of New Providence, Union County, New Jersey, hereby retains and reserves unto itself without limitation all powers, rights, authorities, duties and responsibilities conferred upon and vested in it prior to the signing of this agreement by the Laws and the Constitution of the State of New Jersey and of the United States.

B. The exercise of the foregoing rights, powers, authority, duties and responsibilities of the Board, the adoption of policy, rules, regulations and practices and furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution of the Laws of New Jersey and of the United States and the decisions of the Commissioner of Education.

ARTICLE V

SALARY

A. When a payday falls on or during a school holiday, vacation, or weekend, the present practice of issuing paychecks on the last preceding working day shall be continued.

B. The Board shall provide on an individual basis for deductions to the Union County Teachers Federal Credit Union. Deductions must be in even dollar amounts divisible by two (2), with a minimum permissible amount of \$2.00. Authorization cards must be in the Union County Teachers Federal Credit Union office by July 15th of each school year for September first deduction.

C. The Association agrees that the deduction for professional dues will not be changed during the school year.

D. The Board shall provide, on an individual basis, for deductions from salaries to a tax-deferred annuity program. The carrier shall be mutually decided by the Board and the Association.

E. The Board may withhold for inefficiency or any other good cause the employment increment or the adjustment increment or both of any principal in any year by a majority vote by all members of the Board. It shall be the duty of the Board, within ten (10) days, to give written notice of such action, together with reasons therefore, to the principal concerned. The principal may appeal from such action to the Commissioner under rules prescribed by him.

F. Ten and a half (10.5) month principals who are requested to work at other times than called for in their contract shall be paid at the rate of $1/200$ per diem of their salary.

The per diem rate shall be based on the salary paid between September 1st and June 30th of the year in which the principal is requested to work.

ARTICLE VI

SICK LEAVE

A. Personal and Family Illness

1. Allowance for absence at full salary:

Principals shall be allowed sick leave with full pay for twelve working days for all twelve (12) month employees and eleven (11) working days for all ten and one-half (10.5) month employees, beginning with July 1st and ending June 30th of each school year. In addition to the above personal sick leave, each employee shall be permitted an additional five days which may be used for either personal illness or illness of a member of the employee's immediate family which requires the attendance of the employee. If any such person requires in any school year less than this specified number of days of sick leave with pay allowed, fifteen (15) days of such leave not utilized that year shall be cumulative, to be used for additional sick leave as needed in subsequent years, without limitation.

Family illness is included in this category:

2. The Board agrees to compensate members of the Principals' unit for unused sick leave days at retirement or to the estate of the principal upon death, at the rate of 35% of the principal's highest salary prorated on a daily basis.

3. Employees who require to be absent in order to care for an ill member of the family in excess of the available time under this paragraph A shall be entitled to such additional leave, under such conditions as are required under the Family Leave Act, provided, however, that any days utilized pursuant to this

paragraph shall be counted toward the leave requirements of the Family Leave Act.

B. Sick leave is hereby defined to mean the absence from one's post of duty because of personal disability due to illness or injury, or because of exclusion from school by a personal physician or the school district's medical authorities because of a contagious disease or being quarantined for such a disease in the immediate household.

C. The Board, in its discretion, may grant additional sick leave without the loss of pay.

D. Statement by Physician

When absence for personal illness exceeds four (4) consecutive school days, a physician's statement shall be filed with the Secretary of the Board. In case of frequent or intermittent illness, the Board or Superintendent may require the principals to submit to an examination or examinations by the school physician or require the principal to submit from the attending physician.

ARTICLE VII

INSURANCE

A. The Board of Education agrees to provide a health benefits insurance program for each principal and his family at the same level as that provided for other employees within the school district.

B. The Board reserves the right to name the carrier to underwrite medical care benefits and to change said carrier, so long as substantially similar benefits are provided.

C. The Board shall provide each employee with a description of the health care insurance coverage provided under this Article that shall include a description of the conditions and limits of coverage.

ARTICLE VIII

TEMPORARY LEAVES OF ABSENCE

A. Personal Leave

All ten and one-half (10.5) month principals, upon written request to the Superintendent three (3) days in advance of the date of the leave requested, shall be entitled to three (3) personal leave days annually with no reason stated. It is agreed, however, that:

1. These days will not be used for matters of entertainment, recreation, or shopping, etc., and will be used to conduct those matters of importance that can not be transacted outside of normal school hours;
2. These days will not be taken during the first or last week of the school year;
3. These days will not be taken immediately before or after a vacation day when school is closed.
4. If more than one personal day is to be taken consecutively, including Monday-Friday combinations, reasons will be given.

Personal days for 12-month principals are replaced by floating holidays, and are addressed in Article XII B.

B. Death in the Immediate Family

1. Absence of five (5) days without loss of salary shall be allowed a principal in case of death of the following in his immediate family or household: mother, father, sister, brother, daughter, son, wife, husband, mother-in-law, father-in-law, sister-in-law, or brother-in-law. If during such a period the principal is absent for a personal illness, a personal injury, or any other excused absence, such absence shall apply. If at a later date, circumstances directly related to the death necessitate additional absence, this

provision providing up to five (5) days may be granted at the discretion of the Superintendent.

2. In case of death of grandparent, niece, nephew, aunt, or uncle, not living with the immediate family, no deduction shall be made for absence on the day of the funeral.

C. Compliance with Court Order

A principal will receive full pay if he is absent for jury duty or in compliance with a Court Order as a material witness or if the action against the principal is dismissed or results in a final decision in favor of the principal.

D. School Business Leave

1. Principals are encouraged to request two (2) days of absence in each school year for the purpose of visiting other schools for observation, discussion, and related professional interests. Such absences as recommended and approved by the Superintendent shall not entail loss of pay.

2. Absence of principals for purposes of attending professional meetings or conventions shall be encouraged by the Superintendent and be subject to his recommendation and approval. These shall be without loss of pay unless specifically agreed otherwise in advance.

E. Allotment of Days

1. If, in the opinion of the Superintendent, unusual circumstances warrant that an exception be made in the allotment of days for death in the immediate family or absence for personal reasons, unused days in both of the above categories may be transferred to the advantage of the principal provided that the total number of days requested without deduction does not exceed eight (8).

2. In each instance the approval of the Superintendent must be obtained in writing.

ARTICLE IX
SABBATICAL LEAVES

A. Every principal who has held a position for seven (7) consecutive years in the New Providence school district of which the last four (4) consecutive years was an administrative position shall be eligible to apply for a sabbatical leave.

B. "Sabbatical leave" shall mean a leave of absence for the purpose of improving the educational and administrative qualifications of a principal in his position by study or a specialized field project (including doctoral dissertation), both of which will be directly related to his work in the New Providence public schools. In the case of a study program, a minimum of twelve (12) semester hours of credit must be gained during each semester of the leave.

C. A sabbatical leave shall be for a period of not more than one (1) year. A sabbatical leave of one-half (1/2) year may be permitted under this program. The salary shall be fifty (50%) percent for a full year's sabbatical leave or sixty six and two-thirds (66 2/3%) percent for a one-half (1/2) year's sabbatical leave of that amount which the principal would have received if he were not on leave.

D. Any eligible principal desiring a sabbatical leave shall make application by February 1st preceding the leave, specifying in writing the program and itinerary to be followed by the principal during the entire period of leave. At the completion of the sabbatical, the principal shall submit a written report evaluating

the profession objectives attained during the sabbatical and the subsequent benefits expected there from. Such report shall be submitted no later than sixty (60) days after return to active duty.

E. Sabbatical leaves shall be granted by the Board upon recommendation of the Superintendent. The total number of sabbatical leaves granted shall not exceed one administrator in any given school year. Among the reasons for granting or denying a sabbatical leave shall be the availability of securing competent replacement personnel as determined by the Superintendent.

F. All tenure, salary increment, pension retirement rights and Board-paid fringe benefits shall be retained by and accrued to the principal on sabbatical leave in the same manner as if he were not on such leave. The Board shall deduct from the salary of a principal on sabbatical leave and pay on his behalf such amounts as are required for pensions, principal-paid fringe benefits, and such other purposes as may be required by law.

G. Upon the termination of a sabbatical leave, the Superintendent shall return the principal to the same contractual position, which he held prior to taking said leave. Any principal who does not accept said position with the New Providence Board of Education within the scope of his principal's certification upon termination of a sabbatical leave and continue therein for a period of two (2) years thereafter, unless the Board shall otherwise approve, shall be required to refund the full salary paid to him while absent from his position.

H. Subsequent leave will not be authorized unless and until the principal shall have reestablished eligibility

by serving another seven (7) consecutive years of successful service.

I. If the Superintendent is convinced that the principal is not fulfilling the purpose for which the leave was granted, he would report the fact to the Board of Education after discussion with the principal involved. Before the Board terminates the leave, the principal shall be entitled to a hearing before the Board if he so requests.

J. Courses taken while on sabbatical leave will be reimbursed to a maximum of one thousand two hundred (\$1,200.00) dollars.

ARTICLE X

PROFESSIONAL GROWTH

A. The Board of Education shall reimburse all principals for full tuition, laboratory, and registration fees for courses approved in advance by the Superintendent, to a maximum expenditure of one thousand two hundred (\$1,200.00) dollars per school year.

B. Funds shall be provided annually for principals to attend meetings on the state and national level relative to the areas of administration in the school with approval of the Superintendent. The Superintendent's determination will be based, at least in part, on the continued value of the experience to future administrative leadership in the district.

ARTICLE XI
EXTENDED LEAVES

A. Child-Rearing Leave

1. Any pregnant principal shall be granted, upon request, a leave of absence by the Board. Such request shall be made, in writing, at least sixty (60) days prior to the requested commencement date of the leave and shall include the commencement date of the leave and one of the following dates of return:

(a) Any date within sixty (60) days of the commencement of the leave in which it would be reasonably expected that the principal would be physically able to return to her duties, or

(b) The beginning of any semester within a two (2) year period from the commencement of the leave.

2. The principal shall begin her leave on the date requested, or if her physical condition is in question, then her leave shall begin when she is no longer able to produce a certification from her physician that she is medically able to continue her duties. The Board shall have the right to place a principal on maternity leave if it is determined that she can no longer perform the duties of her job.

3. The leave shall terminate on the date specified unless the principal requests an extension, whereupon the leave may be extended for an additional period of time for reasons associated with the pregnancy, birth, or for other proper cause. If the Board questions the principal's physical condition or

capacity to resume her former duties, then the principal shall produce a certification from her physician that she is medically able to resume her administrative duties.

4. Any principal adopting an infant child of one (1) year of age or less shall be entitled to the same privileges under this article as are offered to a pregnant principal. The leave of the adopting principal shall commence upon receiving de facto custody of said infant, or earlier if necessary to fulfill the legal requirement for the adopting.

5. Leave pursuant to this section shall constitute compliance with the Family Leave Act of New Jersey.

6. In the event an employee does not desire to utilize Article XI A. 1-5 for purposes of child rearing leave, then in that event the employee shall have such rights under such conditions as are required pursuant to the Family Leave Act.

B. Extended Leave of Absence

The Board may grant an extended leave of absence without pay if provisions herein set forth have been exhausted.

All benefits to which a principal was entitled at the time the leave of absence commenced, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored upon return, and health insurance will be available at the principal's expense during the term of the leave. Notwithstanding the above, principals with fifteen (15) or more years of service in the New Providence school system who are granted extended leaves of absence shall have their health insurance coverage paid by the Board for a period of one (1) year provided that such principals are not in military service or located outside the United

States. The Superintendent shall make a reasonable effort to return the principal to an equivalent position held prior to taking said leave. Any extended leave shall end at the beginning of a semester and shall not be granted for more than a two (2) year period.

ARTICLE XII

PRINCIPALS WORK YEAR

A. The work year for ten and a half (10.5) month principals shall extend from September 1st to June 30th, with the additional ten days to be arranged during July and August with the approval of the Chief School Administrator. During that part of their year, which corresponds to the teachers' work year, such principals shall follow the teachers' calendar as to holidays and school closings. If the teachers report after Labor Day, the principals shall be entitled to the Labor Day holiday.

B. The work year for twelve (12) month principals shall extend from July 1st to June 30th. During that period, principals shall be entitled to eighteen (18) holidays (including 5 floating days, of which no more than 3 can be taken while students are in session), the two (2) days of the NJEA Teachers Convention and twenty-five (25) vacation days, which may be scheduled during the summer and during those periods when school is in recess. The floating holidays are in lieu of personal leave, but the restrictions on use of these holidays are outlined in Article 8A 1-4.

C. Any twelve-month principal shall be allowed to carry over up to twenty five (25) vacation days into the next school year. By July 1st of each succeeding school year, the principal must notify the Superintendent of Schools how many vacation days, up to a maximum of five (5) for 2005/2006; ten (10) for 2006/2007 and ten (10) for 2007/2008, he/she wishes the Board of Education to purchase. The value of those vacation days shall be based on a per diem rate of the current year's base salary divided by 240. The value of the days will be added to the principal's base salary and paid over the succeeding twelve-month period beginning July 1st.

ARTICLE XIII

PRINCIPALS RIGHTS AND BENEFITS

A. No principal shall be disciplined by reprimand, fined, suspension, or disciplinary withholding of increment without just cause. Any question regarding whether a withholding is disciplinary, shall be determined by the Public Employment Relations Commission in accordance with its rules. Any such disciplinary action taken by the Board shall be subject to the grievance procedure as set forth in this Agreement. For purposes of this provision, non-renewal, removal, or reassignment shall not be construed as a disciplinary action.

B. Whenever any principal is required to appear before the Superintendent, the Board, or any committee thereof for a meeting or conference the purpose of which adversely concerns the continuance of that principal in his office, position, or employment, or adversely concerns salary or any increments pertaining thereto, the principal shall be given prior written notice of the reason for such meeting or conference and shall be entitled to have a representative of the Association or counsel present to advise and represent him during such meeting or conference, provided that no unreasonable delay shall be incurred in the scheduling of such meeting due to lack of representation.

C. Non-tenured employees shall be given notice of their subsequent year's status in accordance with N.J.S.A. 18-A: 27-10 et seq.

D. All principals' personnel files shall be maintained under the following circumstances:

1. No material of a derogatory nature shall be placed in the files unless the employee has had an opportunity to read the material. The employee shall acknowledge that he has read such material by affixing his signature on the actual copy to be filed with the understanding that such signature merely signifies that he has read the material. Such signature does not necessarily indicate agreement with the content.

2. The employee shall have the right to answer any material filed and his answer shall be attached to the file copy following the receipt of the material. Failure of the employee to file a response for attachment to the file copy within fifteen (15) workdays following receipt of material shall result in forfeiture of the employee's right to respond.

3. Upon written request, the employee shall be given access to his file without undue delay minus confidential credentials related to personal references.

4. If the employee has instituted grievances or other judicial proceedings, he shall be granted the right to reproduce any material in his file not considered to be privileged, such as confidential credentials related to personal references normally sought at the time of employment

ARTICLE XIV

FULLY BARGAINED AGREEMENT

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all negotiated matters. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter.

B. In the event a newly created title is agreed upon for inclusion within the unit, the terms and conditions of employment for that position shall be negotiated notwithstanding any other provisions herein.

ARTICLE XV

REASSIGNMENT OF ADMINISTRATORS

A. Administrative vacancies shall be advertised in all school offices for a reasonable period of time in order to permit application for transfer, reassignment, or promotion of present employees. During summer vacation periods, such notices shall be mailed to the employee's home.

B. Should a reduction in force in administration occur for a good cause and/or the best interests of the school system, such professionals who are affected adversely will be provided such bumping and preferential reemployment rights as are provided by law and the Administrative Code.

ARTICLE XVI

MISCELLANEOUS PROVISIONS

A. This agreement constitutes Board policy for the term of said agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.

B. If any provision of this agreement or any application of this agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

C. The use of the singular masculine pronoun herein shall include singular and plural, masculine and feminine.

D. Nothing herein shall be changed, altered, or deleted except by mutual consent of the Board and the Association.

E. Should this agreement conclude prior to the completion of a successor agreement, the substantive benefits provided hereunder shall be continued through the negotiations process.

F. The Board will reimburse each employee for memberships fees, up the three (3) professional

associations, one of which to be PSA, not to exceed one thousand two hundred (\$1,200.00) dollars per school year.

G. Mileage for use of personal cars out of the district shall be paid at the IRS rate per mile.

H. Twelve-month principals will receive a meal allowance to a maximum of five hundred (\$500.00) dollars per school year, not to exceed twenty five (\$25.00) per meal, when it is required that the principals stay for evening activities and/or events.

ARTICIE XVII

DURATION OF AGREEMENT

This agreement shall be in full force and effect as of July 1, 2005 and shall continue in effect until June 30, 2008, subject to the Association's right to negotiate over a successor agreement as provided heretofore.

IN WITNESS WHEREOF, the Board has caused this agreement to be signed by its President, attested by its Secretary, and its corporate seal to be placed hereon, and the Association has caused this agreement to be signed by its memberships.

SIGNED AND SEALED this 28th day of July 2005.

NEW PROVIDENCE PRINCIPALS
ASSOCIATION

BOARD OF EDUCATION OF THE
BOROUGH OF NEW PROVIDENCE

BY: _____
Gina Hansen, Negotiation Committee Member

BY: _____
Ira Krauss, Board President

BY: _____
Jeannie Maier, Negotiation Committee Member

BY: _____
James Testa, Board Secretary

APPENDIX I

A. Initial salaries, for new hires, shall be negotiated between candidates for appointment and the Board.

B. Annual increases shall be as follows:

2005/2006- \$4,900.00 2006/2007- \$4,900.00 2007/2008- \$4,900.00

C. Upon reaching tenure in the principals' position, employees will receive a one-time \$2,000 merit increase in annual salary at the beginning of the next school year.

D. For purposes of this agreement the salary of each principal for the term of the agreement is as follows:

<u>Principal</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>
Deborah Feinberg	\$116,969	\$123,869*	\$128,769
Gina Hansen	\$110,517	\$115,417	\$120,317
Jeannie Maier	\$102,374	\$107,274	\$112,174
Nell Sanders	\$121,843	\$126,743	\$131,643

* Includes a one-time \$2,000 tenure incentive as per the negotiated agreement.

E. Any Principal hired after the effective date of this agreement will have his or her salary increased annually by the dollar amounts outlined in Appendix I.B