

Brick Township Association of School Administrators

346 Chambers Bridge Road

Brick, New Jersey 08723

**Martin Fudali – President
– Vice President**

Alan Ball – Secretary

William Dutton – Treasurer

At-Large (Elementary) – Anthony Dentino

At-Large (Middle School) – John Dooros

At-Large (High School) – Dennis Campbell

Ex-Officio – Barbara Bittenbinder

Memorandum of Agreement

Between

The Brick Township Association of School Administrators

And

The Brick Township Board of Education

As a result of the June 14, 2004 negotiations meeting, the following items (additions and/or changes to the current contract) were discussed, analyzed and agreed upon.

1. Salaries

2004-05: 4.3% plus .2% (guide enhancement) = 4.5% total compounded

2005-06: 4.5% plus .4% (guide enhancement) = 4.9% total compounded

2006-07: 4.6% plus .3% (guide enhancement) = 4.9% total compounded

2. Pay for unused sick leave

A. At the time of retirement or voluntary separation, BTASA members hired before July 1, 1993 (Schedule C) and with 10 years of consecutive experience in the Brick Township School District are eligible to receive one (1) day for every two (2) sick days that were accumulated through June 30, 1997, and one (1) day for every four (4) days after June 30, 1997.

B. At the time of retirement or voluntary separation, BTASA members hired on or after July 1, 1993, with ten (10) years of consecutive experience in the Brick Township School District will receive one (1) day for every four (4) sick days.

C. Payouts upon retirement or voluntary separation under the conditions of A and B above cannot exceed \$75,000. The BTASA member can opt for the total payout at the time of retirement or distributed over two tax years.

3. Insurance and hospitalization

The Board of Education will provide all administrators with an income protection plan not to exceed \$350 (basic coverage) a year. Any additional coverage beyond this figure will be deducted from the administrator's salary.

4. Graduate courses

Reimbursement for tuition of graduate courses will be made by the Board of Education, effective July 1, 2004, at \$1,000 per year and up to an additional \$1,000 per year for an administrator matriculating in a doctorate of education program at an accredited university or college in New Jersey, New York, or Pennsylvania.

5. Administrators' NJPSA Workshop/Assessment and mentoring fees —

The Board of Education will pay for new administrators' NJPSA Workshop/Assessment and mentoring fees providing non-district funds are available.


6. Expenses and travel


A. Members will be permitted to attend and be reimbursed for national conferences, workshops, and seminars with the approval of the superintendent. Requests and itemized estimates of expenses are to be submitted to the superintendent in advance.

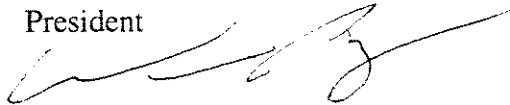
B. Reimbursement for conference expenses/out of district travel – per diem rate of fifty dollars (\$50).


Negotiators for the Brick Township Board of Education:

Date: 6/17/04


Daniel Woska
President

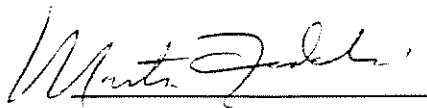

Thomas Seidenberger EdD
Superintendent of Schools


William Boyan MD
Board Member


Nicholas Puleio
Board Secretary

Negotiators for the Brick Township Association of School Administrators

Date: 6/17/04


Martin Fudali
President


Dennis Filippone
Head Negotiator

MASTER AGREEMENT

between the

BRICK TOWNSHIP BOARD OF EDUCATION

and the

BRICK TOWNSHIP ASSOCIATION OF SCHOOL ADMINISTRATORS

July 1, 2004 - June 30, 2007

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I. RECOGNITION

The Board of Education of the Township of Brick (hereinafter referred to as the Board) recognizes the Brick Township Association of School Administrators (hereinafter referred to as BTASA) as the official and exclusive bargaining agent for collective negotiations concerning salaries and conditions of work for the following groups within. The terms administrator hereinafter will mean these members of the bargaining unit:

- A. Principals
- B. Assistant and/or Vice Principals
- C. Supervisors and any such personnel with similar responsibilities
- D. Directors

II. DURATION OF AGREEMENT AND NEGOTIATION PROCEDURE FOR A SUCCESSOR AGREEMENT

- A. It is agreed that this contract will be in effect from July 1, 2004 to June 30, 2007, for a period of three (3) years.
- B. The provisions of this contract will remain in effect without reduction, limitation or modification until such time as a new agreement is reached between the Board and the duly authorized bargaining agent for the school district's administrators.
- C. The parties agree to enter collective negotiations over a successor agreement according to the timetable established by the Public Employee Relations Commission.
- D. 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, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

III. TYPE OF CONTRACT

The Board and BTASA agree that all existing administrative positions will be contracted for 12 (twelve) months.

IV. DEFINITION OF SCHOOL YEAR

Effective July 1, 1995, the school year for administrators will begin July 1 and end June 30 following, and will include such holidays throughout the year as stipulated in the school calendar.

V. PRO-RATING

The salary of an administrator who may begin his/her annual employment subsequent to July 1, or who may begin his/her employment prior to June 30, will be compensated by determining his/her annual salary and dividing that amount by 1/240.

VI. SALARIES (Part of Appendix)

VII. GRIEVANCE PROCEDURE

A. Definition

A "Grievance" in New Jersey will mean a formal complaint that a dispute exists concerning the "interpretation, application or violation of policies, agreements and administrative decisions" affecting the terms and conditions of public employment. Terms and conditions are those "matters which intimately and directly affect the work and welfare of public employees and on which a negotiated agreement would not significantly interfere with the exercise of inherent managerial prerogatives pertaining to the determination of governmental policy." A grievance does not apply to any matter which (1) a method of review is prescribed by law or State Board Rule having the force and effect of law, or (2) a complaint of a non-tenure administrator which arises by reason of his/her not being re-employed or (3) a complaint by any certified personnel occasioned by appointment to, or lack of appointment to, retention in any position for which tenure is either not possible or not required. A grievance to be considered under this procedure must be initiated by the employee within twenty (20) calendar days of its occurrence or within twenty (20) calendar days after the employee would reasonably be expected to know of its occurrence. Matters that are grievable will be set forth herein under grievance procedure.

B. Conditions

1. It is agreed by both parties that these proceedings will be kept as informal and confidential as may be appropriate at any step of this procedure.
2. Failure at any step of this procedure to communicate the decision to the Grievant within the specified time limits will permit the aggrieved 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 limit will be deemed to be acceptance of the decision at that step.
3. It is understood that the Grievant will, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board of Education until such grievance and any effect thereof will have been fully determined.
4. A grievant will have the right to present his/her own grievance or to designate a representative to appear with him/her at any step of the appeal.
5. The Grievance Forms accepted by the Association and Board of Education will be used when filing grievances.
6. Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself, or at his/her option, by a representative selected or approved by the Association. The Association will have the right to be present at all stages of the grievance procedure.
7. Alleged violations of policies and administrative decisions affecting terms and conditions of employment will stop at Board level.
8. Alleged violations of statutes and State Rules and Regulations affecting terms and conditions of employment would go through the Commissioner, State Board of Education or other appropriate administrative agencies.
9. The arbitrator will be limited to the issues submitted and will consider nothing else. The arbitrator can add nothing to, or subtract anything from, the agreement between the parties.

C. Grievance Procedure

1. Disputes over the alleged incorrect interpretation, application or violation of Board policies setting terms and conditions of employment will begin at the superintendent's level. (Step 1)
2. Disputes over the alleged incorrect interpretation, application or violation of administrative decisions setting terms and conditions of employment, will begin at the superintendent's level. (Step 1)
3. The only grievance which may be arbitrated are those based upon an allegation that there has been a violation of the express written terms of this local negotiated agreement.
4. Step One (Superintendent of Schools)

The grievant will present to the Superintendent a written brief setting forth all pertinent details of the dispute. It will contain the specific sections or clauses of this agreement alleged violated.

The superintendent will have ten (10) school days in which to communicate to the grievant, in writing, his decision in the matter.

Step Two (Board of Education)

If the grievant is not satisfied with the decision rendered, or if no decision has been rendered within the specified time, the grievant may, within ten (10) school days, appeal to the next step, the Board of Education. The Board of Education will have ten (10) school days in which to communicate to the grievant in writing its decision in the matter.

Step Three (Arbitration)

If the grievant is not satisfied with the decision rendered, or if no decision has been rendered within specified time, the grievant may, within twenty (20) school days, appeal to the next step, arbitration. Such action will be initiated by notification in writing to the Board.

5. Arbitrator's Procedure and Costs

- a. Within ten (10) school days after such written notice or submission to arbitration, the Board and the BTASA agree to submit the grievance to the American Arbitration Association and abide by their rules and regulations.

- b. The arbitrator's decision will be in writing and will set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of any act prohibited by law or which violates the terms of this agreement.
- c. The costs for the services of the arbitrator, including the per **diem** expenses, if any, and actual necessary travel and subsistence expenses will be borne equally by the BTASA and the Board. Any other expenses incurred will be borne by the party or parties incurring same.

VIII. NO STRIKE CLAUSE

It is agreed that, grievance machinery being available for the orderly settlement of disputes, there will be no strike, job action, slow down or similar activity by the BTASA or its members designed to impede or obstruct the normal, orderly operations of the schools.

IX. ROLE OF ADMINISTRATORS IN A STRIKE OF OTHER SCHOOL EMPLOYEES

It will be the responsibility of the administrators to keep school open when directed during a strike. This responsibility will include involvement in staffing, scheduling, safety measures, supervision of instruction, pupil control, verification of attendance and other such measures necessary for the continuance of the educational program.

X. EVALUATIONS

All administrators will be evaluated as required by statute.

XI. MEETINGS WITH THE SUPERINTENDENT

- A. Superintendent, **president and vice president** of the BTASA will meet every other month for the purpose of discussing matters of mutual concern, except in cases of emergency. Both parties, by mutual consent, after discussion may invite resource persons.
- B. Meetings may be requested by either party and must be held within thirty (30) days of the request.
- C. Items for the agenda or said meeting will come from both parties.
- D. Whenever practical, printed agendas will be distributed to all persons eligible to attend said meeting at least twenty-four (24) hours in advance of the meeting.

XII. ADMINISTRATORS IN NEGOTIATIONS

Administrators will not participate as active negotiators for the Board in the latter's negotiations with other bargaining units. However, they may serve as resource persons as required.

XIII. IN-SERVICE EDUCATION

- A. Costs for participation in seminars, workshops, and conferences that may be incurred by administrators, and with **superintendent's** approval, will be borne by the Board of Education. It is further agreed that a satisfactory policy will be formulated and followed whereby an equitable solution may be achieved in cases whereby more than one administrator wishes to attend the same educational conclave.
- B. Reimbursement of tuition for in-service graduate courses will be made by the Board of Education effective July 1, 2004 at **\$1000 per year** and up to an additional \$1000 per year for an administrator matriculating in a doctorate of education program at an accredited university or college in New Jersey, New York or Pennsylvania.
- C. All costs for matriculation, registration, college fees books, materials and travel for graduate courses will be borne by the administrator with no reimbursement from the Board.
- D. **Administrators' NJPSA Workshop/Assessment and mentoring fees will be paid by the Board of Education providing non-district funds are available.**

XIV. EXPENSES AND TRAVEL

- A. **Members will be permitted to attend** and be reimbursed for national conferences, workshops, and seminars. Requests to attend and itemized estimates of expenses are to be submitted in advance to the superintendent for approval.
- B. Reimbursement for travel for educational and professional purposes by administrators will be as follows:
 1. Travel
 - a. Commercial carrier (air or rail) at actual cost charged by carrier
 - b. Private automobile at thirty-four ((34) cents per mile effective January 1, 2001.
 - c. Tolls and fees incurred
 2. Registration - costs reimbursed
 3. Lodging - hotel/motel costs reimbursed

4. Per **diem** rate of up to a maximum of **\$50.00** (fifty dollars) per day, in addition to 1, 2 and 3 listed above will be reimbursed. Per **diem** rate will not include personal expenses, gifts, alcoholic beverages or expenses of an unnecessary nature.
- C. Travel, registration and lodging may be paid in advance by the Board of Education upon advance receipt of appropriate purchase order or voucher. Per **diem** expenses will not be advanced and will be reimbursed after itemized expenses are submitted.
- D. All expenses incurred should be fully receipted and submitted to the Board of Education for final accounting.
- E. Where possible, district-owned vehicles will be assigned for out-of-town travel, if requested by the administrator.

XV. SICK LEAVE

- A. It is agreed that administrators will be allowed sick leave of fourteen (14) days per year.
- B. It is further agreed that unused sick leave will be accumulative without limit from year to year.
- C. Payment for unused sick leave will commence July 1, 1983
 1. To be eligible for payment, administrators must be tenured.
 2. Tenured employees who retire according to the provisions of the Pension and Annuity Fund must notify the Board of the intention to retire at least six (6) full months prior to the effective date of the retirement.
 3. Tenured employees who separate voluntarily from their position before reaching service retirement age must give a minimum of sixty (60) days notice of separation. Payment will be made within the 60-day period of termination.
 4. Sick Leave Accrued/Payout
 - a. Each member eligible to accumulate unused sick days for payment will have a separate sick day bank for the period through June 30, 1997 and another beginning July 1, 1997. Any sick days used by a BTASA member after July 1, 1997 will be taken from those days earned after July 1, 1997. In the event a BTASA member uses more sick days after July 1, 1997 than earned after July 1, 1997, the member will then use the sick days earned prior to July 1, 1997 to make up the difference. Appendix Schedule C of this contract includes eligible members and their accumulated sick days as of June 30, 1997. An annual accounting of days accumulated before July 1, 1997 and those days accumulated after July 1, 1997 will be made by the Board of Education and provided to each member.

- b. At the time of retirement or voluntary separation, BTASA members hired before July 1, 1993 (Schedule C) and with **ten (10)** years of consecutive experience in the Brick Township School District, are eligible to receive one (1) day for every two (2) sick days that were accumulated through June 30, 1997, and one (1) day for every four (4) days after June 30, 1997.
- c. **At the time of retirement or voluntary separation, BTASA members hired on or after July 1, 1993, with ten (10) years of consecutive experience in the Brick Township School District will receive one (1) day for every four (4) sick days.**
- d. The total payment to any member by the Board of Education for unused sick days will not exceed **\$75,000**. **The BTASA member can opt for the total payout at the time of retirement or in two payments, one each in two tax years.**
- e. Unused sick leave pay will be given to the estate of any actively employed administrator who passes away prior to retirement.

XVI. TEMPORARY LEAVE

Administrators will have the same temporary leave benefits as those of teachers and in accordance with Board policy and applicable State law.

XVII. SABBATICAL LEAVE

- A. Sabbatical leaves of absence with pay may be granted to certified administrators for the purpose of study and for research in accordance with the conditions enumerated below:
 - 1. Any fully certified administrator, who has given continuous service as an administrator in the Brick Township Public School system for a period of not less than seven (7) years, may apply for a sabbatical leave of absence for the purpose of study and/or research.
 - 2. The request for leave will be made by January 31 prior to the school year for which the leave is requested.
 - 3. The applicant must present a written request to the superintendent describing the nature and purpose of the leave of absence.

4. The superintendent will inform the applicant of the Board's decision immediately after the regular April Board meeting.
5. Successful candidates are eligible for salary while on sabbatical leave as follows:
 - a. Seven consecutive years in district at 65% of annual salary.
 - b. Twelve consecutive years in district at 100% of annual salary.
6. Persons applying for sabbatical leave should be able to provide strong evidence of:
 - a. The probability of success in pursuing the study and/or research
 - b. The benefit directly accrued by the district upon the return of the administrator after such study and/or research.
 - c. Any letters of recommendation or commendation
7. During such leave, the administrator will retain all the rights granted to the administrative staff and will be considered in the employment of the Brick Township Board of Education.
8. Regular deductions for the State Retirement Fund and other normal deductions will be made from the salary of any administrator on leave. The Board will match retirement funds as required by law.
9. For administrators on leave receiving stipends or grants, the Board will grant compensation up to the difference between said stipend or grant and the annual salary of that person. (At no time will a candidate make more than 100% of his/her salary.)
10. Administrators on leave will enter into a contract to continue in the service of the Brick Township Board of Education for a period of at least two (2) years. Should the administrator fail to fulfill any part of this agreement, he/she may be required to repay the Board for the salary granted while on leave. If at any time the Commissioner of Education rules the Board of Education cannot require a candidate to abide by the terms of the contract, this policy will become null and void at the end of that school year.

11. The administrator's job category and terms of contract before sabbatical leave will be assured upon return from the leave.
12. Official college transcripts and reports will be required to be submitted by administrators on leave.
13. Final approval for all sabbatical leaves rest with the Board of Education upon recommendation of the superintendent.

XVIII. INSURANCE AND HOSPITALIZATION

- A. The Board of Education will provide for and assume full cost for health-care, dental insurance and a prescription plan for each administrator and/or family coverage as currently provided. Employees hired after May 22, 1997 will be provided with managed health care coverage in accordance with the plan reviewed by the association and the Board. Any employee hired before ratification will be given the option of changing to managed care coverage
- B. The Board of Education will also provide the same insurance and hospitalization benefits described in "A" (above) for all dependent unmarried children attending college on a full-time basis up to the age of twenty-three (23).
- C. The Board reserves the right to select the appropriate insurance carrier.
- D. Administrators will be given the right to convert their medical coverage, upon retirement, from that of an employee to that of a retiree, without paying a conversion fee, provided that the retiree will pay the determined annual premium.
- E. All insurance plans mentioned in this Article will be continued by the Board up to a maximum of one year for administrators on approved disability leaves of absence
- F. The Board of Education will provide all administrators with an **income protection plan (disability)**, the premium for which is not to exceed \$350 (basic coverage) per year. Any amount that exceeds this figure will be deducted from said administrator's salary.
- G. If any member of the BTASA who is 50 years of age or older retires or resigns as a result of permanent disability, the Board of Education will continue to pay for the existing medical coverage until age 65, subject to the-provisions of N.J.S.A. 18A:16-12 et seq.

H. The Board of Education will provide for and assume full cost for hospitalization/major medical, dental and prescription insurance for each administrator and his/her dependents upon retirement, providing all of the following conditions are met:

1. Retirement pursuant to the provisions of the pension and annuity fund;
2. Attaining the age of 55 years;
3. Service as an administrator in the district for at least seven (7) years;
4. Service in the district for at least 25 years, and;
5. Compliance with all of the provisions of N-J.S.A. 18A:16-12 et seq.

When the dependent, however, is covered by another plan, he/she will not receive these insurance benefits. If the dependent discontinues his/her employment coverage by another plan, they will receive the benefits of hospitalization/major medical, dental & prescription insurance benefits of the spouse. Under no circumstances will these benefits be available to the spouse for a period of more than ten (10) years.

These benefits will be available to the individual and his/her spouse up to and until the happening of the first day of any of the following events:

1. The individual and his/her spouse reaching his/her 65th birthday subject to the foregoing provision relating to the ten (10) year limitation for the spouse, or
 2. Eligibility for Medicare or
 3. The individual and dependents who are eligible for and elect at the time of retirement to take State-paid coverage under the State Health Benefits Program.
- I. Subject to the provisions of N.J.S.A. 18A:16-19(a), the Board of Education will pay for the excess over 25 percent of the coverage cost for the above listed insurance as would have been required to have been paid by the employees and this Board of Education for the coverage maintained had the employee continued in office or active employment and he or his dependents were not eligible for Medicare benefits. This provision is limited to those individuals who
1. Retire according to the provisions of the pension and annuity fund, and
 2. Had service in the district for at least ten (10) years.
- J. Effective on July 1, 1993, the health/hospitalization plan will include the Mandatory Second Surgical Opinion rider.
- K. Effective July 1, 1995, the prescription co-payment will be five (\$5.00) dollars for generic drugs and ten (\$10.00) dollars for brand names.
- L. Effective May 22, 1997, the deductible on health insurance will be increased to \$200 per individual/\$400 per family.

XIX. TAX-SHELTERED ANNUITY PLAN

It is agreed that the Board will adopt and administer any such tax-sheltered annuity plans as the BTASA may propose, provided that the total expense to the Board will not exceed the accruable under normal bookkeeping procedures.

XX. PAYROLL DEDUCTIONS

Administrators will have the same payroll privilege as those of teachers in the Brick Township Schools.

XXI. VACATIONS

A. Personnel appointed to administrative positions are entitled to paid vacation days as follows:

<u>Years</u>	<u>Paid Vacation Days</u>
1 - 2.....	13
3 - 4.....	18
5 or more.....	25

B. A carry-over of up to seven (7) vacation days may be granted by the Superintendent upon request in a situation where it is demonstrated that the administrator would otherwise lose them due to the press of work. In no event will there ever be more than a total of seven (7) days carried over.

XXII. LIABILITY INSURANCE

The Board of Education will provide three (3) million dollars of Professional Liability Insurance for all members of the BTASA.

XXIII. MISCELLANEOUS

It is the full intent of the Brick Township Association of School Administrators and the Brick Township Board of Education that the language of the Agreement will in no way conflict with any statute(s) or court decision(s). Should any aspect of the Agreement conflict with any statute(s) or court decision(s), that aspect will be null and void, non-enforceable and removed from this agreement.

APPENDIX

Schedule A.....Administrators' Base Salary Guide
(Effective July 1, 2004 - June 30, 2007)

Schedule B.....Salary Guide Information

Schedule C..... Accumulated sick days as of 6/30/97

SCHEDULE A

ADMINISTRATORS' BASE SALARY GUIDE

<u>Level</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>
L	\$106,628	\$109,908	\$113,463
K	\$104,628	\$107,908	\$111,463
J	\$102,628	\$105,908	\$109,463
I	\$100,628	\$103,908	\$107,463
H	\$ 98,628	\$101,908	\$105,463
G	\$ 96,628	\$ 99,908	\$103,463
F	\$ 94,628	\$ 97,908	\$101,463
E	\$ 92,628	\$ 95,908	\$ 99,463
D	\$ 90,628	\$ 93,908	\$ 97,463
C	\$ 88,628	\$ 91,908	\$ 95,463
B	\$ 86,628	\$ 89,908	\$ 93,463
A	\$ 84,628	\$ 87,908	\$ 91,463

SCHEDULE B

SALARY GUIDE INFORMATION

1. BTASA Salary Levels July 1, 2004 - June 30, 2007

Name	2003-04 Level	2004-05 Level	2005-06 Level	2006-07 Level
Barbara Bittenbinder	K	L	L	L
Darlene Ciesla	K	L	L	L
Rosemary Cunningham	K	L	L	L
Anthony Dentino	K	L	L	L
Joan Dooley	K	L	L	L
William Dutton	K	L	L	L
Martin Fudali	K	L	L	L
Stephen Susko	K	L	L	L
John VanDerslice	K	L	L	L
Alan Ferraro	J	K	L	L
Samuel Balom	I	J	K	L
Dianne Babics	H	I	J	K
John Dooros	H	I	J	K
Charles Geran	H	I	J	K
Ronald Sutter	H	I	J	K
Alan Ball	F	G	H	I
Anthony Bombaci	F	G	H	I
Josè Ramirez	F	G	H	I
William Bruno	E	F	G	H
Dennis Campbell	E	F	G	H
Gertrude Davis-Rebelo	E	F	G	H
Dennis Filippone	E	F	G	H
Cynthia Garrett	E	F	G	H
Leonard Neibo	C	D	E	F
Alyce Anderson	B	C	D	E
Joseph DiPietro	B	C	D	E
Maureen Higgins	B	C	D	E
Patricia Lorusso	B	C	D	E
Jeffrey Luckenbach	B	C	D	E
Susan McNamara	B	C	D	E
Kevin Campbell	A	B	C	D
Anthony Caravella	A	B	C	D
Jeane Gibbs	A	B	C	D
Donna Horrocks	A	B	C	D
William Kleissler	A	B	C	D
Peter Morris	A	B	C	D
Susan Novelli	A	B	C	D
James Nubile	A	B	C	D
Rochelle Sheiman	A	B	C	D
Martha Simon	A	B	C	D
Donna Stump	A	B	C	D
William Kennedy	A	B	C	D
James Carr	A	B	C	D

2. All new administrators must be placed on a level of the guide.
3. Additional monetary factors added to the salary guide to determine total salary for a contract year.
 - a. Add \$5,500 each for Elementary Principals and Directors.
 - b. Add \$7,000 each year for Middle School Principals.
 - c. Add \$11,000 each year for High School Principals
 - d. Add \$2,000 each year for High School Assistant Principals.
 - e. Add \$1,000 each year for Middle School Assistant Principals.
 - f. Add \$1,700 for a Master's Degree plus 30 credits & an additional \$1,000 for the Doctoral Degree for a total of \$2,700.
 - g. Add longevity of \$255 each for 3,5,10,15 & 20 years in district service, except for administrators new to the Brick Township District after July 1, 1975 who will not be entitled to longevity increments. Personnel who earned longevity in positions other than those covered by this agreement will have their longevity increments frozen at the level earned prior to appointment to an administrative position.

SCHEDULE C

ADMINISTRATIVE ACCUMULATED SICK TIME

Administrators hired prior to July 1, 1993, are eligible to receive one (1) day for every two (2) days that were accumulated through June 30, 1997.

<u>Name</u>	<u>Accumulated # Days through 6/30/97</u>
Babics, Dianne	45.0
Balom, Samuel	66.5
Bittenbinder, Barbara	291.0
Ciesla, Darlene	264.5
Cunningham, Rosemary	295.5
Dooley, Joan	262.0
Dutton, William	251.0
Fudali, Martin	174.5
VanDerslice, John	330.5

IN WITNESS WHEREOF the parties hereto have caused this Master Agreement to be signed by their respective presidents and the BTASA negotiating committee chairman and attested by their respective secretaries.

FOR THE BRICK TOWNSHIP BOARD OF EDUCATION

Daniel J. Woska
President

DATE

Thomas Seidenberger EdD, Superintendent

DATE

Nicholas C. Puleio
Secretary

DATE

FOR THE BRICK TOWNSHIP ASSOCIATION OF SCHOOL ADMINISTRATORS, INC.

Dennis Filippone
President - Chairman Negotiating Committee

DATE

Barbara Bittenbinder
Ex-Officio

DATE

Alan Ball
Secretary

DATE