

AGREEMENT

between the

**BOARD OF EDUCATION OF THE TOWNSHIP OF WAYNE
PASSAIC COUNTY, NEW JERSEY**

and

**THE WAYNE TOWNSHIP ADMINISTRATORS' ASSOCIATION
TOWNSHIP OF WAYNE, PASSAIC COUNTY, NEW JERSEY**

JULY 1, 2016

to

JUNE 30, 2019

Approved by the Wayne Township Board of Education

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ARTICLE I
REPRESENTATION

In accordance with Chapter 123, Public Laws of 1974, the Board recognized the WAYNE TOWNSHIP ADMINISTRATORS' ASSOCIATION (now known as the WTAA) as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for the following administrative personnel:

Elementary School Principals
Elementary School Assistant Principals
Middle School Principals
Middle School Assistant Principals
High School Principals
High School Assistant Principals

ARTICLE II
ASSOCIATION RIGHTS AND PRIVILEGES

A. Information

The Board agrees to furnish to the Association in response to requests from time to time all information related to its role as majority representative.

B. Released Time for Meetings

Whenever any member of the association is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in pay and/or benefits.

C. Use of School Buildings

Representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

D. Use of School Equipment

The Association and its members shall have the right to use school facilities and equipment, including computer hardware, peripherals, software, duplicating equipment, calculating machines

and all types of audiovisual equipment at reasonable times, when such equipment is not otherwise in use.

E. Exclusive Rights

The rights and privileges of the Association and its members as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the administrative employees, as defined in the unit, and to no other organization.

F. Representation Fee

1. Purpose of the Fee

If any Principal or Assistant Principal does not become a member of the Association during any membership year (i.e. from July 1 to June 30), which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.

2. Amount of Fee

Notification- Prior to the beginning of each membership year, the Association will notify the Board, in writing, of the amount of the regular membership dues, initiation fee and assessments charged by the Association to its own members for the membership year. The representation fee to be paid by non-members will not exceed 85% of that amount.

3. Termination of Employment

If an administrator who is required to pay a representation fee terminates his or her employment with the Board before the Association has received the full amount of representation fee no further payment will be required.

4. Changes

The Association will notify the Board in writing, of any changes in the list provided for in paragraph 1 above and/or the amount of the representation fee, and such changes will be reflected in any deduction made more than 10 days after the Board received said notice.

5. New Employees

Any new employee within the unit who fails to join the association within 60 days will be added to the list for deductions. Any unit member may appeal the amount of dues assessed. The officers of the unit shall constitute the appeal board.

6. Indemnification

The Association shall indemnify and hold harmless the Board against any and all claims, demands, suits and other forms of liability, including liability for reasonable counsel fees and other legal costs and expenses that may arise out of, or by reason of, any action taken or not taken by the Board in conformance with this provision.

ARTICLE III
GRIEVANCE PROCEDURE

It is agreed that the following grievance procedure will become operational during the life of the contract:

- A. Any individual member of the WTAA shall have the right to appeal any alleged violation of this Agreement which affects terms and conditions of employment. Any member presenting a question or appeal in matters covered by this Agreement shall be free from restraint, interference, coercion, discrimination or reprisal by the Board, the Administration and WTAA as a result of said questions or appeal provided, however, that nothing herein contained shall be construed to permit or authorize any interference with the relationship between the WTAA and its individual members. Members shall have the right to present their own appeal, or to designate representatives of the local WTAA or another person of their own choosing to appear with him/her at any step in his/her appeal. The unit may have a representative other than the aggrieved person at every meeting concerning a grievance.
- B. All grievances shall include the name and position of the aggrieved party, the date and nature of the occurrence giving rise to the grievance, the specific provisions of the contract or specific Board policies allegedly violated, the remedy being sought, and including all documents supporting the grievance. Attached to this Agreement as Addendum B is a copy of the Grievance Form to be used by the aggrieved party.
- C. The initial appeal shall be in writing and discussion shall be held with the individual's superior within five (5) school days. If, as a result of the discussion, the matter is not resolved to the satisfaction of the principal and/or assistant principal, he/she shall set forth the complaint in writing to his/her immediate supervisor within five (5) school days. The supervisor shall communicate his/her decision to the principal and/or assistant principal and the Superintendent of Schools in writing within five (5) school days. If the matter remains unresolved, the principal and/or assistant principal may appeal the supervisor's decision to the Superintendent of Schools or the appropriate line designee.
- D. The appeal to the Superintendent/designee must be made in writing and must set forth the grounds upon which the grievance is based within (5) school days of the supervisor's decision. The Superintendent shall request a report on the grievance from the supervisor; shall confer with the concerned parties, and upon request, confer with the employee or

supervisor separately within ten (10) days of receipt of the aggrieved party's request. The Superintendent shall attempt to resolve the matter as quickly as possible. The Superintendent shall communicate the decision in writing, along with supporting reasons, to the employee and the supervisor within ten (10) school days of receipt of the appeal.

- E.** If satisfaction is not obtained by either party, an appeal by the employee or the supervisor may be presented to the Board of Education, through the Superintendent of Schools, within five (5) school days of receipt of the Superintendent's decision.
- F.** If requested the Board shall review the grievance by holding a closed hearing within ten (10) school days and render a decision, in writing, within (5) school days.
- G.** Any grievance, whether based upon action or inaction, not presented to an administrator's immediate superior within twenty-five (25) school days from the date the employee knew of the action or omission shall not be entitled to proceed under this grievance procedure and the aggrieved party or parties shall be unconditionally barred from relief thereafter.
- H.** Arbitration: It is the intent of the parties to this Agreement that the arbitration procedure herein shall serve as a means for the peaceable settlement of grievances which are not settled under Article III that may arise between them.

A. In the event the aggrieved employee is dissatisfied with the determination of the Board of Education she/he may submit the grievance to arbitration. A request for arbitration shall be made within ten (10) days of the Board's determination. The aggrieved employee and the Board may mutually agree to extend the period of time in which arbitration may be requested.

B. Within ten (10) days after such written notice of submission to arbitration, the Board and the WTAA shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve if the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made from P.E.R.C. by either party. The parties shall then be bound by the rules and procedures of P.E.R.C. in the selection of an arbitrator.

C. The arbitrator so selected shall limit herself/himself to the issues submitted to her/him and shall consider nothing else. She/he can add nothing to nor subtract anything from this Agreement between the parties or any applicable policy of the Board.

D. The parties in interest shall be afforded a full opportunity to present any evidence, written or oral, which may be judged pertinent to the matter in dispute.

E. The decision for the arbitrator regarding the violation, interpretation or application of this Agreement shall be final and binding on both parties in all matters except those dealing promotions, transfers and nonrenewal of nontenured contracts which shall not be subject to arbitration.

F. Each grievance will be arbitrated separately except those of a similar nature and when mutually agreed to by both parties.

G. All charges made by the arbitrator shall be shared equally between the Board and the WTAA. All other costs related to arbitration, such as the payment for legal services shall be paid for by the respective parties.

ARTICLE IV
MANAGEMENT'S RIGHTS

The, Board reserves to itself sole jurisdiction and authority:

- A. to direct employees of the school district;
- B. to hire, promote, transfer, assign, and retain employees in positions in the school district, and to suspend, demote, discharge, or take other disciplinary action against employees;
- C. to relieve employees from duty because of lack of work or for other legitimate reasons;
- D. to maintain efficiency in the school district operations entrusted to them;
- E. to determine the methods, means, and personnel by which such operations are to be conducted; and
- F. to take whatever actions may be necessary to carry out the responsibilities of the school district in situations of emergency.
- G. to take any and all such actions contemplated by this Article in its sole discretion provided such actions are not arbitrary, capricious and unreasonable, unless a different standard is imposed by law or the specific language of this Agreement.

ARTICLE V
LEAVES

Whenever applicable, all leaves shall be counted and run concurrently with leave available for the same circumstances under Federal and State statutes. Time spent on paid leave shall be counted concurrently with unpaid time available under law.

All requests for leave shall be made in accordance with District regulations and by use of the online attendance management system.

Absences of all administrative personnel shall be governed by applicable law and, to the extent not inconsistent therewith, the following details provisions;

A. SICK LEAVE

Thirteen (13) sick days with full pay shall be allowed for each, school year. Principals and assistant principals hired after July 1, shall be entitled to sick leave on a prorated basis. These shall be cumulative in nature without limit. In the case where absence due to illness of a principal and/or assistant principal is of greater duration than accumulated sick leave, this situation may be referred to the Board of Education for special consideration. If an employee has been hired after the school year has commenced or has notified the Board that he/she is either resigning during the school year or taking a leave of absence (excluding a sabbatical leave of absence) for a part of the school year and the employee had not otherwise utilized his/her allotment of sick days prior thereto, then sick leave shall be prorated for each month that he/she is employed during the school year in question.

An eligible employee may apply for Board of Education approval for a leave, pursuant to State and Federal statutes, for his/her own serious health condition which renders him/her unable to perform regular duties. Employees must use any accrued paid sick days at the beginning of their medical leave. After exhausting accrued sick days, the remainder of the leave will be unpaid. The concurrent use of sick days with medical leave does not extend the twelve week leave period. Whenever applicable, all extended leaves under this article shall be counted and run concurrently with leave available for the same circumstances under Federal and State statutes. Health benefits continue for period of statutory leave only.

B. BEREAVEMENT LEAVE

Bereavement leave as follows:

1. Spouse (by marriage or civil union), child, parent, grandparent, brother, sister, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandchild, or any other member of the immediate household- up to five (5) days.
2. Relative outside the immediate family- two (2) days. Relative shall be interpreted to mean aunts, uncles and first cousins.
3. Friend or relative outside the immediate family not specifically listed above- one (1) day.
4. It is essential when calling these in, to state the reason as death or funeral and identify the relationship.

C. FLOATING DAYS

1. All principals and assistant principals shall be granted five (5) floater days each year, subject to verification of need by the Superintendent or his/her designee.
2. Floater days are allotted for personal matters.
3. These days must be recorded in accordance with administrative procedure.
4. Floating days not used during any one year will convert to vacation days.

D. MATERNITY

1. Any pregnant employee may apply for Board of Education approval for a disability leave of absence and may be granted the leave. The leave dates shall be supported by a physician's certificate, which shall allow for up to twenty (20) work days before and up to twenty (20) work days, or thirty (30) work days in the case of caesarean birth, after the anticipated date of birth during the period of pregnancy-related disability. During the period of disability, an employee shall be entitled to accumulated sick leave and benefits as required under law. Time spent on paid disability leave shall be counted concurrently with unpaid time available under law. Accumulated sick days must be utilized during the disability period. The application for child care leave may be made to become effective immediately upon termination of the anticipated disability leave.

E. CHILD REARING

1. An administrator may apply for Board approval for a child care leave for care of his/her minor child pursuant to law. Such leave shall be without pay and without benefits.

2. In the case of non-tenured administrators, child care leave may not extend beyond the contractual year in which leave commenced. In the case of tenured administrators, the leave may be up to two (2) full contractual years in duration. The two year period shall be calculated as commencing at the end of the contractual year when the leave is taken.
3. The Board, in its sole discretion, may require any administrator on child care leave to remain until the beginning of the next contractual year or such other time as the Board and the administrator may agree upon, so that the Board may provide for continuity in the educational process.
4. An administrator must give sixty (60) days written notice to the Superintendent prior to the date of beginning a child care leave. The notice shall specify the beginning date of the leave and the requested return date. The requested return date may not be changed without the permission of the Board. If the requested return date is other than the first working day in July, the administrator will return to work the following July. Should an administrator fail to return, his/her leave will automatically terminate and shall be considered to have abandoned his/her position.
5. No administrator may elect child care leave for three (3) years after the termination of preceding child care leave unless it is to care for a newborn child.
6. During child care leave, an administrator may not hold other regular employment, or the child care leave will automatically terminate.
7. At the end of a child care leave, an administrator shall at his/her request, be offered his/her former position unless that position has been abolished by the Board. If the administrator's former position has been abolished by the Board, he/she shall be offered a position within his/her scope of certification.

ARTICLE VI
VACATION, HOLIDAYS AND WORK YEAR

A. ELIGIBILITY

1. Any person appointed to a principal and/or assistant principal position on or prior to August 1 and who hold this position until 30 June of the following year shall be eligible for twenty (20) vacation days with full pay during the following contract year. Any person appointed after August 1 will be eligible for a vacation on a prorated basis at the rate of two (2) days per month worked in a given year, not to exceed twenty (20) days. Additionally, floating days not used during any one year will convert to vacation days. Unused vacation days from the previous school year will carry over to the following school year. Accumulated

vacation days in excess of 30 will be forfeited as of September 1 of the following school year if they are not used. For example, if 17 days are unused at June 30, 2013, then on July 1, 2013, a total of 37 days would be available. By September 1, 2013, any days in excess of 30 that remain unused would be lost.

2. Administrators shall be required to obtain prior approval from the Superintendent or his/her designee for the use of vacation days. Such approval shall not be unreasonably withheld.

B. WORK YEAR

1. The work year for administrators shall be 245 days. This work year accounts for all holidays and recess days as described below, but does not account for the use of vacation days pursuant to Article VI (A) above.
2. Holidays shall be all school holidays as per the school calendar when schools and offices are closed. In addition, administrators shall be entitled to four (4) paid days off during Christmas Recess or Spring Recess.

C. TERMINATION

Should employment voluntarily terminate or if the employee retires during the school year, the prorated portion of earned vacation days will be paid in lieu of vacation due.

D. APPROVAL

Vacations may not be taken during the two weeks preceding the opening of school. Exceptions may be made at the discretion of the Superintendent or his/her designee. Prior to June 15th the principal and assistant-principal shall provide written notification of summer extended vacation periods of one week or more to the Superintendent or his designee.

The Superintendent or designee shall retain the prerogative of altering the schedule according to the needs of the district. A principal or assistant principal may elect to utilize portions of his vacation time at other than the traditional summer period. Any vacation time requested while schools are in session shall require the approval of the Superintendent of Schools or his designee.

E. CUMULATIVE LIMITATION

Please see Section A, Eligibility, for use of vacation and floater days.

If the needs of the district require the Superintendent to deny a principal's or assistant principal's vacation request, then the Principal or assistant principal shall be permitted to accumulate more than ten (10) earned vacation days. The principal or assistant principal shall be permitted to accumulate these additional days only for use in future years, or be paid, in the Board's exclusive discretion.

ARTICLE VII
SALARY AND BENEFITS

A. SALARY

1. Salary guides shall be maintained at the 2015-2016 step amounts pursuant to the mutually agreed upon salary guides (see attached).

Individuals, other than the high school principals, currently on Step 12 shall receive a .50% salary increase on their respective Step 12 salary, in each year of the contract (increase shall not be added to salary and shall not compound). Individuals, other than the high school principals, reaching Step 12 during this 3 year contract and after remaining on Step 12 for a full year, shall receive a .50% salary increase on their respective Step 12 salary, in each year of the contract (increase shall not be added to salary the guide and shall not compound). High School principals shall not be eligible for the .50% salary increase after reaching Step 12, High School principals shall receive an annual salary differential of three thousand dollars (\$3,000.00).

2. All WTAA members will move up one step on the guide for each year of the contract.
3. Each WTAA member employed with the Wayne Township Public Schools prior to July 1, 2016 shall be eligible for annual, recurring longevity stipends at the completion of the following years of employment as a WTAA member:

4 years	\$2,000
8 years	\$3,000
12 years	\$4,000

The longevity stipend will be pro-rated if the employee's start does not coincide with the beginning of the school year (July 1). This stipend will be pensionable, as allowed by law.

4. Any employees who become WTAA members on or after July 1, 2016 shall be eligible for longevity stipends as follows:

Each WTAA member employed with the Wayne Township Public Schools shall be eligible for annual, recurring longevity stipends at the completion of the following years of employment as a WTAA member after they have reached the top step of the guide (Currently Step #12) and subsequently to reaching said step, have worked the following years:

4 years \$2,000

8 years \$3,000

12 years \$4,000

5. Doctorate

A stipend of two thousand five hundred dollars (\$2,500) shall be added to the regular step of an administrator who has received his/her doctorate. This stipend shall be divided into equal parts and shall be included along with regular salary for each pay period. To be eligible for the Doctoral Stipend, the administrator shall present evidence of having been conferred an earned doctorate by an accredited college or university. This stipend will be pensionable, as allowed by law.

6. Pay Periods

The total annual salary for a given year and based as shown in Addenda A-1, A-2 and A-3 will be paid over a twenty-four (24) pay period schedule, semi-monthly, beginning July 1, and ending June 30 of the following year.

B. PAYMENT FOR ACCUMULATED SICK LEAVE

The Board agrees that it will consider individual requests for payment for accumulated sick days upon retirement subject to the following limits:

1. Employees shall be entitled to payment for one-half (1/2) of their unused accumulated sick leave days at the then current salary up to a maximum of one hundred (100) days after ten (10) years of service in the Wayne Schools and only upon actual certified retirement pursuant to the Teacher's Pension and Annuity Fund or the Public Retirement System, whichever is applicable. The maximum lump sum available to any retiree is fifteen thousand dollars (\$15,000). In the event of the death of an employee, this payment will be made to the employee's estate as long as the employee was eligible for the payment at the time of his/her death under the provisions of this paragraph.

2. In order to be eligible for the benefits in Paragraph 1, above, ninety (90) days' advance notification shall be required.
3. The individual shall have a minimum of ten (10) years service in the Wayne Public Schools and Board consideration will occur only upon actual certified age service retirement pursuant to the Teachers' Pension and Annuity Fund.

C. INSURANCE

1. All employees will have the Horizon Direct Access Plan from the Horizon PPO. Employees may also elect the Horizon EPO or Horizon HSA plans.
2. The Board and the WTAA agree that the insurance coverage hereinafter referred to shall be provided in the manner hereinafter set forth:
3. Full-time principals and assistant principals shall be provided individual and family hospitalization and medical, dental, prescription and vision coverages.

Prescription copays shall increase to: \$20 generic/ \$40 pref. brand/ \$60/ nonpref brand (retail / mail) Maximum Out of Pocket limit will remain at \$500 Single / \$1,000 / year Family MOOP.

4. Full-time is hereby defined as thirty (30) hours or more.
5. Any employee who has dependent coverage through his or her spouse's may waive all insurance coverages from the Board and shall receive 65% of the single medical coverage costs or \$5,000.00, whichever is less. Payment shall be prorated bi-monthly and will be added to the employee's payroll check. The employee shall, however, not be entitled to payment until the effective date of the enrollment change. Employees who elect this option will have the right to re-enroll for another coverage, should their family circumstances change. Re-enrollment is subject to the plan's requirements. The effective date of coverage is subject to the plan's requirements.
6. In the event of a change of insurance carrier or carriers, the coverage provided by the carrier shall be at least as comprehensive and extensive as the initial coverage heretofore provided.
7. Vision services for individual/family are incorporated as part of the Major Medical Program. The maximum benefit amount which shall be reimbursed annually for an employee is \$100 and for a family is \$200.

8. WTAA members' dependent child(ren) shall receive continued health insurance coverage until their twenty-sixth (26th) birthday, or pursuant to federal law, whichever is the older age, regardless of whether or not he/she/they are enrolled in college full-time for the duration of the Agreement.
 - a. Documentation of full time enrollment in college and/or dependency shall be furnished annually by all covered persons.
9. Effective July 1, 2013, all Unit Members will pay a percentage of the "cost of coverage," which is defined as the premium for health/medical, prescription drug, vision and dental plan coverage, based on Unit Member's base salary and level of chosen coverage, pursuant to P.L. 2011 c. 78. WTAA members shall continue to contribute at Tier 4 percentages for the length of this contract.

The Board has the option of offering additional health, dental and / or prescription benefit plans to the Association members at any time in addition to those currently being offered.
10. The Board shall establish plan(s) pursuant to Section 125 of IRS Code for payment of any medical insurance premium costs to an employee as permitted by law.

D. TRAVEL REIMBURSEMENT

Any member who attends an overnight activity; i.e. Washington D.C. trip, 5th Grade Encampment, etc. will be entitled to an additional floater day for each night of the trip they attend.

Any member who must use their automobile in the course of their job shall be reimbursed the maximum permissible at the OMB rate.

ARTICLE VIII
NEW APPOINTEES

A. FROM WITHIN THE SYSTEM

1. Any new employee or current Wayne employee appointed to the position of Principal or Assistant Principal as of July 1 shall receive the applicable WTAA contractual salary for the current year.
2. Any new employee or current Wayne employee appointed to the position of Principal or Assistant Principal at any time other than July 1 shall receive the applicable WTAA contractual salary for the current year, to be paid on a pro-rated basis.

3. Any employee presently under a Wayne contract who is appointed to an acting or interim administrative position within this unit shall be granted the full monthly salary that school year in accordance with Article VII of this Agreement.

4. The Human Resources Department will email to the WTAA President a copy of each internal job posting. Non-intentional failure to provide such notice will not be subject to the grievance procedure.

ARTICLE IX
PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

A.

1. The Board agrees to pay the full cost of professional dues, tuition and/or other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions or other such sessions which a principal or assistant principal attends with approval of the Superintendent of Schools or his designee, provided such expenses do not exceed Three Thousand Five Hundred dollars (\$3,500) for each year of this agreement, for each individual. Funds unused from this amount shall not accumulate from year to year.
2. Administrators shall not be entitled to reimbursement under this Article for dues for the WTAA, P.C.E.A., N.J.E.A., and/or N.E.A.

B. When a principal or assistant principal is directed by the Superintendent/designee to attend a course, workshop, seminar, conference, in-service training session or other such session, the costs incurred by the principal shall not be deducted from his/her Three Thousand Five Hundred dollar (\$3,500.00) annual expense account.

C. When a principal or assistant principal elects to attend a course, workshop, seminar, conference, in-service training session or other such session and his/her attendance has been approved by the Superintendent or his designee, the cost incurred will be deducted from his/her Three Thousand Five Hundred dollar (\$3,500.00) annual expense account as outlined in this Agreement.

1. Tuition reimbursement shall be subject to the requirements of N.J.S.A. 18A:6-8.5.
2. All paperwork substantiating claims for tuition reimbursement shall be submitted as one package by the unit member to the Human Resource Specialist. The package must include a completed tuition reimbursement application form for each course claimed,

the statement of costs (bill) and original canceled check or itemized, receipt cash voucher covering the tuition and itemized fees claimed in the application(s) and a transcript verifying successful course(s) completion and achievement of a grade of "B" or better.

3. Requests for tuition reimbursement must be submitted within sixty (60) days of course completion.

ARTICLE X
MISCELLANEOUS PROVISIONS

A. FULLY BARGAINED CLAUSE

This agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. During the term of this Agreement neither party shall be required to negotiate with respect to such matter whether or not covered by this agreement and whether or not within the knowledge or contemplation or either or both parties at the time they negotiated or executed this Agreement.

B. MODIFICATION

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

C. PROTECTION OF PROPERTY

The Board shall reimburse principals or assistant principals for the reasonable cost of any personal items, exclusive of vehicle, damaged or destroyed on school property while the principal or assistant principal was acting in the discharge of his/her duties within the scope of his/her employment and not as a result of the principal's or assistant principal's own negligence. In no event shall reimbursement exceed \$500.00 per year.

1. Principals or assistant principals shall immediately report cases of injury suffered by them in connection with their employment to their immediate superior.
2. The immediate superior shall immediately forward the notice of the injury suffered by a principal or assistant principal to the Superintendent.

D. SEPARABILITY

If any provision of this Agreement or any application of this Agreement to any unit member or group of unit members 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.

ARTICLE XI
NEGOTIATION OF SUCCESSOR AGREEMENT

- A. The Board of Education and the WTAA agree to enter into collective negotiations in good faith on all matters related to terms and conditions of employment.
- B. Negotiations of the terms and conditions of employment for the successor agreement shall begin in accordance with the rules and regulations of P.E.R.C., during the final academic year in which this Agreement is in effect.

ARTICLE XII
TERM

Pursuant to negotiations under the provisions of the New Jersey Public Employer-Employee Relations Act (Chapter 303 Public laws of 1968) the BOARD OF EDUCATION OF THE TOWNSHIP OF WAYNE (hereinafter "BOARD") and the WAYNE TOWNSHIP ADMINISTRATORS' ASSOCIATION (hereinafter "WTAA") have reached agreement with respect to the terms and conditions of employment.

The term of this Negotiated Agreement between the Board and the WTAA shall be July 1, 2016 through June 30, 2019, a three (3) year period encompassing school years 2016-2017, 2017-2018 and 2018-2019.

Any and all other amounts in the Agreement otherwise not addressed herein, including but not limited to stipends, tuition reimbursement and/ or additional compensation will be maintained at rates.

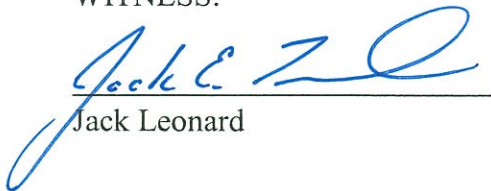
In consideration of the covenants set forth herein, the BOARD and the WTAA agree and authorize this Agreement as attested by the signatures below.

WAYNE TOWNSHIP
ADMINISTRATORS'
ASSOCIATION



Roger Rogalin
President

WITNESS:



Jack Leonard

BOARD OF EDUCATION OF
THE TOWNSHIP OF WAYNE



Eileen Albanese
Board President

WITNESS:



Emidio D'Andrea
Board Secretary/
Business Administrator

ADDENDUM A
WAYNE TOWNSHIP ADMINISTRATORS' ASSOCIATION SALARY GUIDE

	<u>MA</u>					
Step	ESAP	MSAP	HSAP	ESP	MSP	HSP
<u>1</u>	\$100,026	\$103,016	\$106,293	\$108,136	\$111,020	\$115,106
<u>2</u>	\$103,027	\$106,107	\$109,481	\$111,380	\$114,351	\$118,559
<u>3</u>	\$106,118	\$109,290	\$112,766	\$114,722	\$117,782	\$122,116
<u>4</u>	\$109,426	\$112,703	\$116,284	\$118,299	\$121,451	\$125,917
<u>5</u>	\$112,835	\$116,218	\$119,909	\$121,983	\$125,232	\$129,833
<u>6</u>	\$116,347	\$119,841	\$123,644	\$125,781	\$129,127	\$133,868
<u>7</u>	\$119,966	\$123,573	\$127,491	\$129,693	\$133,141	\$138,026
<u>8</u>	\$123,695	\$127,418	\$131,455	\$133,724	\$137,276	\$142,309
<u>9</u>	\$127,536	\$131,381	\$135,539	\$137,877	\$141,537	\$146,722
<u>10</u>	\$131,494	\$135,463	\$139,747	\$142,155	\$145,927	\$151,268
<u>11</u>	\$135,572	\$139,668	\$144,082	\$146,564	\$150,449	\$155,953
<u>12</u>	\$139,773	\$144,001	\$148,549	\$151,106	\$155,109	\$160,780

	<u>MA +30</u>					
<u>1</u>	\$102,934	\$106,161	\$109,437	\$111,280	\$114,165	\$118,250
<u>2</u>	\$106,053	\$109,377	\$112,753	\$114,652	\$117,623	\$121,833
<u>3</u>	\$109,203	\$112,626	\$116,102	\$118,057	\$121,117	\$125,451
<u>4</u>	\$112,512	\$116,038	\$119,620	\$121,634	\$124,787	\$129,253
<u>5</u>	\$115,920	\$119,554	\$123,244	\$125,319	\$128,568	\$133,169
<u>6</u>	\$119,433	\$123,177	\$126,979	\$129,116	\$132,463	\$137,204
<u>7</u>	\$123,052	\$126,909	\$130,826	\$133,029	\$136,477	\$141,362
<u>8</u>	\$126,780	\$130,754	\$134,790	\$137,060	\$140,6129	\$145,645
<u>9</u>	\$130,622	\$134,717	\$138,874	\$141,213	\$144,873	\$150,058
<u>10</u>	\$134,579	\$138,799	\$143,083	\$145,491	\$149,263	\$154,604
<u>11</u>	\$138,657	\$143,004	\$147,418	\$149,900	\$153,785	\$159,289
<u>12</u>	\$142,859	\$147,337	\$151,884	\$154,442	\$158,445	\$164,115

**ADDENDUM B
WAYNE TOWNSHIP BOARD OF EDUCATION
GRIEVANCE FORM**

Name of Grievant: _____
Job Title: _____ Date of Hire: _____
Work telephone number: _____ work email address: _____

Date, time and place where the alleged events or conditions constituting the grievance occurred:

Detailed description and nature of the grievance:

Identify the party or parties responsible for causing the grievance:

Identify the specific provisions of the contract, specific Board policies, or specific statutes/regulations allegedly violated:

State the names of all persons having factual knowledge of the grievance:

State the remedy being sought:

* Attach to the Grievance all documentation supporting the grievance

Signature of Grievant

Date Grievance Filed

Signature of Association Representative

For District Use Only
Date Grievance Received _____

Dated Stamped Official Receipt _____

