



AGREEMENT
BETWEEN THE
BOARD OF EDUCATION
OF THE
DISTRICT OF SOUTH ORANGE-MAPLEWOOD, NEW JERSEY
AND THE
ASSOCIATION OF SUPERVISORS,
COORDINATORS AND ADMINISTRATORS
FOR THE SCHOOL YEARS
2007- 2010

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I. PHILOSOPHY

The Board of Education and the Association of Supervisors, Coordinators and Administrators have mutually agreed to work cooperatively to lead the district in its pursuit of improved achievement and learning for all students.

PREAMBLE

This agreement (hereinafter the "Agreement" is by and between the Board of Education of the School District of South Orange and Maplewood (hereinafter referred to as "THE BOARD") and the Association of Supervisors, Coordinators, and Administrators of South Orange and Maplewood (hereinafter referred to as ASCA or the ASSOCIATION),

Whereas, THE BOARD has an obligation, pursuant to Chapter 123, Public Laws, 1974, as amended to negotiate with ASCA as the representatives of the employees hereinafter indicated with respect to terms and conditions of employment,

Whereas, it is the consensus of THE BOARD and ASCA that the collaborative negotiations process which was used in reaching agreement on this contract was a positive and constructive means to identify and resolve differences and enhance the relationship between both parties,

Whereas, both parties believe that instructional leadership across the District is crucial in the pursuit of improved achievement and learning for all students,

Whereas during the course of negotiations, THE BOARD has expressed its commitment to the development of a performance based compensation model with SOMEA,

Whereas, both parties believe that the agreement will serve the interests of students, the staff, District administration, THE BOARD, as well as the community as a whole,

Whereas, THE BOARD and ASCA have reached certain understandings through the collaborative negotiations process, which they desire to confirm by this agreement,

Now, therefore, in consideration of the mutual premises hereinafter contained, THE BOARD and ASCA agree as follows:

II. RECOGNITION

- A. THE BOARD recognizes ASCA as the exclusive bargaining representative of all of those employed as Principals, Assistant Principals, Vice Principals, Subject Chairs, Directors, Department Heads, Supervisors, House Supervisors and Curriculum Coordinator.
- B. Unless otherwise indicated, the term ASSOCIATION MEMBER when used hereinafter in this Agreement shall refer to all certified employees represented by ASCA in the negotiating unit as above defined.
- C. THE BOARD and ASCA shall mutually agree to the inclusion in the bargaining unit of any new titles developed by THE BOARD. If the parties are unable to agree, either party may submit the matter to the Public Employment Relations Commission (hereinafter referred to as PERC) for its determination.
- D. ASCA recognizes that job descriptions, positions, and organizational structures are the sole prerogative of the Superintendent and Board of Education. However, because of the importance of job descriptions in determining specific duties and responsibilities of a position, when proposed new ASCA positions are being considered, the Superintendent, or his/her designee, will provide the President of ASCA with advance written notice of all new and revised job descriptions being contemplated.. This notice shall be accompanied by a copy of the proposed new and/or revised position description. ASCA can then have up to two (2) members meet with a similar number of District Administration staff to review the descriptions for the purpose of providing input (see also COMPENSATION, page 13).
- E. A meeting shall be scheduled to occur within seven (7) days of receipt of the notice regarding the new or revised position, following which ASCA leadership will have three (3) working days to give input on the new and/or revised job description, after which the Superintendent may proceed to finalize the document.
 - 1. The Superintendent, or his/her designee, shall take into consideration input received from ASCA when developing the final position description for presentation to THE BOARD for adoption. The input received, however, shall not be binding on THE BOARD. THE BOARD's failure to adopt ASCA'S recommendation(s) shall not be deemed a breach of this Agreement.
 - 2. The Board-approved job description will form the basis for negotiating the salary for the new or revised position, as may be required by law and this Agreement.

3. THE BOARD will make reasonable efforts to achieve a negotiated salary, after discussion of the new or revised job description with ASCA, before the new responsibilities take effect.

F. The meeting described in Paragraph E should be scheduled at a mutually convenient time and place for the parties.

III. NEGOTIATION PROCEDURES

A. Designated representatives of THE BOARD shall meet at such mutually agreed upon places and times with representatives of the ASSOCIATION for purposes of effecting a collaborative exchange of facts, opinions, interests and proposals in an effort to reach mutual understanding and agreement. Both parties agree to conduct such negotiations in good faith. Unless otherwise agreed, meetings shall not be held during the school day.

B. Negotiations shall be conducted in accordance with the calendar established by PERC regulations.

C. The parties understand that it is important to the success of the collaborative negotiations that the negotiation proceedings remain confidential and that the premature release to news media or public groups of information might be harmful to the parties' mutual interest and to the public interest, and therefore, any such release shall be made only in writing after it has been agreed to by both parties.

D. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representative shall be fully authorized to make proposals, consider proposals, and make counter proposals in the course of negotiations.

E. This agreement shall not be modified in whole or part by the parties except by an instrument in writing duly executed and ratified by both parties. This agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. This agreement shall remain in effect until subject to ASCA's right to negotiate over a successor agreement, as provided herein. With respect to matters not covered by the Agreement, which are proper subjects of negotiations, THE BOARD agrees that it will make no changes without negotiations with ASCA.

IV. TERM AND DURATION OF AGREEMENT

A. The execution of this Agreement by the parties hereto shall take place after ratification by ASCA and by THE BOARD at its next regular or special meeting following the ratification by ASCA.

- B. This agreement shall be effective as of July 1, 2007 and shall continue in force until June 30, 2010.

VI. SAVINGS CLAUSE

If any provision of this Agreement or application of this Agreement to any ASSOCIATION MEMBER covered hereunder is held invalid by operation of law, by Legislative Act, or by Court, or other tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions contained herein shall not be affected thereby and shall continue in full force and effect.

VII. REPRODUCTION AND DISTRIBUTION OF AGREEMENT

- A. The reproduction format of the Agreement shall be mutually agreed upon and the expense for its reproduction shall be shared equally by ASCA and THE BOARD.
- B. ASCA and THE BOARD shall each appoint one representative who shall be responsible for details of the printing procedure.

VIII. ASSOCIATION RIGHTS AND PRIVILEGES

- A. THE BOARD agrees to provide ASCA with the name and position of all personnel in the District covered by this Agreement and, in addition, any information to which the public is entitled by law.
- B. Whenever any ASSOCIATION MEMBER participates during working hours in grievance proceedings, conferences, or meetings called by BOARD representatives, he/she shall suffer no loss of pay.
- C. ASCA and its representatives shall be permitted to use school buildings for meetings, subject to approval of the building principal, except that ASCA shall be responsible for all costs involved in the use of the school facilities over and above the regular custodial services of any building. In requesting approval from the building principal, ASCA agrees to inform the building principal of starting and closing times for the meetings and the spaces required.
- D. ASCA shall be permitted the privilege of placing materials in school mailboxes and posting notices in the school office. Such materials by ASCA shall carry ASCA identification and be presented to the Superintendent or his/her designee at the time of distribution.
- E. Every ASSOCIATION MEMBER will have the exclusive use of a computer that is not more than five (5) years old.

IX. JOB VACANCIES

- A. Announcements of administrative, supervisory, and coordinator vacancies shall be posted in all schools before the vacancies are filled, except for short-term vacancies. Short term vacancies are defined as vacancies of sixty (60) days or less.
- B. Notice of vacancies will be delivered to each school building and ASCA members the same day of the posting via e-mail.
- C. The deadline for applying for such vacancies shall be posted but in no case shall the deadline be earlier than the 10th day after the posting of the vacancy.
- D. Posting shall include a job description and a statement of qualification necessary for filling the position as approved by the Superintendent or his/her representative.
- E. Vacancies covered by this provision which occur after the fifth day before the closing of school will be announced in the local newspaper, posted in the Board office, and made known by letter to the President of ASCA, via e-mail.
- F. No position shall be filled until all properly submitted applications have been considered.
- G. To the extent possible, any ASSOCIATION MEMBER who is to be recommended for a position shall be notified prior to his/her name being submitted to THE BOARD for action at a public meeting.
- H. To the extent possible, on the school day following BOARD action on any administrative, supervisory or coordinator position, the Superintendent or his/her designee shall inform the President of ASCA of the action taken.

X. HIRING OF STAFF

ASSOCIATION MEMBERS recognize THE BOARD's prerogative to make the final decisions in hiring of new personnel. THE BOARD will make reasonable efforts to secure the recommendations of appropriate ASCA personnel prior to hiring. The grievance procedure shall not be available for matters arising under this Article.

XI. TRANSFERS

- A. No ASSOCIATION MEMBER shall be transferred within the district unless a conference has been held between the Superintendent, or his/her designee, and the ASSOCIATION MEMBER to discuss the reasons for the transfer.

- B. Transfer or reassignment of staff members who are under the supervision of ASSOCIATION MEMBERS will take place after prior consultation with the ASSOCIATION MEMBER.

XII. NOTICE and ACCEPTANCE of CONTINUED EMPLOYMENT -- NONTENURE MEMBERS

The BOARD, through administration will notify non-tenured staff regarding the renewal or non-renewal of their contracts of employment in accordance with the timelines, procedures, and due process guarantees contained in Title 18A, the New Jersey School laws. . Consistent with the prescribed timetable in New Jersey Statute 18A:27-10, THE BOARD shall give to each non-tenure ASSOCIATION MEMBER either

1. A written offer of a contract for employment for the next succeeding year,
or
2. A written notice that such employment shall not be offered.

B. Consistent with the prescribed timetable in New Jersey Statute 18A:27-12, ASSOCIATION MEMBERS who are offered contracts of employment as provided above must return duly executed contracts or return unsigned contracts with written notice of their intention not to return to THE BOARD's employ.

C. A non-tenured ASSOCIATION MEMBER who receives a written notice that he/she shall not be offered a contract of employment shall, upon timely written demand addressed to THE BOARD, be furnished with the reasons for THE BOARD's decision not to offer such ASSOCIATION MEMBER a contract of employment.

XIII. PROFESSIONAL DEVELOPMENT and EDUCATIONAL IMPROVEMENT

A. THE BOARD will continue to seek the cooperation of ASSOCIATION MEMBERS in arranging in-service courses, workshops, and programs for ASSOCIATION MEMBERS designed to improve the quality of instruction

B. Except in the case of a course of study required for certification of the ASSOCIATION MEMBER, THE BOARD will pay for any courses of study that it requires an ASSOCIATION MEMBER to take.

C. Upon approval of the Superintendent, ASSOCIATION MEMBERS will be reimbursed for courses taken at an accredited college or university that are related to the member's professional development. . Requests should be submitted prior to starting any course for which reimbursement is sought and not later than April 1 of the school year in which the course is taken. Employees must use the Application for Approval Courses form and the course

must be completed prior to June 30 of the school year. Employees must achieve a (passing) grade (of “B” or better) in order to receive reimbursement.

- D. THE BOARD will allocate in each year of this agreement an amount equal to fifty five percent (55%) of the average salary of ASSOCIATION MEMBERS in such year to, reimburse for courses taken in accordance with paragraph C above or expenses incurred by ASSOCIATION MEMBERS when attending conferences or other out-of-district activities approved by the Superintendent.

XIV. EVALUATION

THE BOARD and the Superintendent subscribe to the principle that an ASSOCIATION MEMBER has the right to full knowledge regarding the judgment of his/her superiors respecting the effectiveness of his/her performance and that, further, he/she is entitled to receive such recommendations that will assist him/her in increasing the effectiveness of his/her performance.

Tenured ASSOCIATION MEMBERS shall receive a written performance evaluation not less than once per year, and non-tenured MEMBERS will receive written evaluations not less than three (3) times per year.

XV. COMPLAINT PROCEDURE

Whenever a written complaint is received by any member of the administration or the Board of Education concerning an ASSOCIATION MEMBER, the complaint shall be shared with the ASSOCIATION MEMBER prior to taking any further action to resolve the complaint. Resolution of any such complaints shall begin at the lowest possible administrative level.

XVI. GRIEVANCE PROCEDURE

A. Introduction

It is a fundamental principle of school organization that the effectiveness of the school program will be directly related to the quality of human relations practiced among the staff. The confidence engendered by responsible, honest, effective work of all members of the school staff, regardless of assignment of responsibilities, will develop the high morale necessary for an effective program.

In every relationship, however enlightened the staff, grievances real or imagined will arise. If informal discussion of a problem between relevant parties or presentation of a problem to the normal line-staff structure does not

resolve the problem, then a plan to assure the orderly presentation and resolution of these dissatisfactions of staff members is necessary to insure a high level of morale. The grievance procedure should achieve the following objectives:

1. Protect individuals from alleged misinterpretation or inequitable application of an established policy;
2. Secure at the lowest possible administrative level equitable solutions of the problems or conditions giving rise to the grievances;
3. Improve the attitudes of mutual respect between professional staff and administration.

The use of the grievance machinery of this district is a right of ASSOCIATION MEMBERS and it shall not be held against an individual if he/she chooses to exercise that right. Conversely, nothing in this document shall be interpreted as negating other rights of ASSOCIATION MEMBERS including the right not to use the grievance machinery.

B. Definition

A grievance shall be defined as a complaint of an ASSOCIATION MEMBER or ASSOCIATION MEMBERS arising from an alleged misinterpretation or inequitable application of this Agreement or an established personnel practice or policy. The grievance procedure shall be used only for the settlement of grievances, as defined above, and shall not be used as an instrument for negotiating changes in policy of THE BOARD during the term of this Agreement.

C. Phase I - Informal Procedures

Every effort should be made to encourage the solution of professional problems quickly, informally and within the building involved. To achieve this goal, it is suggested that the aggrieved meet informally with the person with whom he/she has the grievance, his/her immediate supervisor and/or his/her principal to discuss the issue. No written records of any such discussions shall be maintained.

At any time during these informal procedures the aggrieved shall have the right to initiate formal procedures.

D. Phase II - Formal Procedures - Immediate Supervisor and/or Principal

An ASSOCIATION MEMBER with a grievance shall submit in writing said grievance to his/her immediate supervisor and/or principal not later than thirty

(30) school days after the ASSOCIATION MEMBER knew or should have known of the facts giving rise to the alleged grievance. Failure to comply with this time requirement shall be deemed a waiver of the ASSOCIATION MEMBER'S right to use the formal grievance procedure. Within ten (10) school days, the supervisor and/or principal shall hold a conference and within the succeeding ten (10) school days shall give in writing his/her decision, with supporting reasons.

Both parties involved in the grievance may at any time in the formal procedures be represented by three (3) individuals of their own choosing.

E. Phase III - Formal Procedures - Superintendent

If the aggrieved party is not satisfied with the decision, he/she may, within ten (10) school days, submit, in writing, his/her grievance to the Superintendent.

A conference shall be held within ten (10) school days after receipt of grievance. The superintendent shall render a decision in writing with supporting reasons within ten (10) school days, to all parties concerned.

Both parties involved in the grievance may at any time in the formal procedures be represented by three (3) individuals of their own choosing.

F. Phase IV - Formal Procedure -- Arbitration

If the aggrieved is not satisfied with the decision of the Superintendent with respect to a grievance alleging a misinterpretation or inequitable application of this Agreement, he/she may within ten (10) school days request the appointment of an arbitrator by PERC. Said arbitrator shall be selected and an arbitration hearing held in accordance with the then prevailing rules and regulations of PERC. All documents presented at previous steps of the grievance procedure shall be submitted to the arbitrator. The decision of the arbitrator shall be an advisory opinion but shall not be legally binding on either party, except that the award of the arbitration shall be binding for the following articles of this agreement:

1. Association rights and privileges (page 4)
2. Payment of salary (page 16)
3. Deductions from salaries (page 16)
4. Notice and acceptance of continued employment (page 5)
5. Protection of ASSOCIATION MEMBERS and property (page 11)
6. Rights of ASSOCIATION MEMBERS (page 9)
7. Vacation days (page 12)
8. Work year (page 13)
9. Leaves (page 17)
10. Compensation (p13)

The fees and expenses of the arbitrator shall be shared equally by THE BOARD and the ASSOCIATION, except that the aggrieved must have the approval of ASCA prior to entering Phase IV in order to have ASCA underwrite the ASSOCIATION'S share of the expense.

G. Miscellaneous

1. In the event of grievances which may occur near the end of the school year, it will be the intent of both parties to proceed as quickly as possible in an effort to promptly resolve the matter. In order to expedite such efforts, it may be necessary for either party to assign a representative to act on his/her behalf.
2. All documents, communications and records dealing with the proceeding of a grievance shall be filed in a separate file and shall not be kept in the personnel file of any of the participants.
3. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties' interest and their designated or selected representatives, heretofore referred to in the ARTICLE.

XVII. RIGHTS OF ASSOCIATION MEMBERS

- A. Whenever any ASSOCIATION MEMBER is required to appear before THE BOARD or any committee thereof concerning any matter which could adversely affect the continuation of the ASSOCIATION MEMBER in his/her office, position or employment of the salary or any increment pertaining thereto, such ASSOCIATION MEMBER shall be entitled to the notice requirements provided by N.J.S. 18A:25-7.
- B. Any ASSOCIATION MEMBERS shall have the right to reply in writing to any adverse material in his/her personnel file which reply shall be attached to the adverse material. Should said ASSOCIATION MEMBER desire a copy of the adverse material he/she may copy said material by hand or the same may be available to him at his/her cost by THE BOARD office. An ASSOCIATION MEMBER'S personnel file shall be made available to him for inspection only after written request to the Superintendent and at a time and place reasonably appropriate to the Superintendent his/her designee. There shall not be more than two such inspections made available in any one year. Notwithstanding the forgoing, no confidential reference shall be made available at any such inspection. ASCA members shall have the right upon request and subject to the approval of the Assistant Superintendent for Personnel, to have materials pertinent to the employment of the ASSOCIATION MEMBER inserted into his/her file.

- C. No ASSOCIATION MEMBER shall be disciplined or reprimanded without just cause nor shall an ASSOCIATION MEMBER be discharged or reduced in rank without just cause.
- D. Nothing herein contained shall be construed to deny or restrict to any ASSOCIATION MEMBER such rights as he/she may have under New Jersey school law or other applicable law or regulation.

XVIII. PERSONAL AND ACADEMIC FREEDOM

- A. The consideration of controversial questions has a legitimate place in the work of public schools. School treatment of such questions should not only promote fair and many-sided study, but should also help the student develop techniques for considering controversial questions.
- B. In performing their functions, ASSOCIATION MEMBERS may express their personal opinions on all matters relevant to course content provided however, that when they do so they shall indicate that they are expressing their personal opinions and not those of the school administration or Board. MEMBERS will accept full responsibility for their expressed opinion.
- C. ASSOCIATION MEMBERS shall be entitled to full rights of citizenship, and no religious or political activities of any employee, or the lack thereof, shall be grounds for any discipline or discrimination with respect to the employment of said employee, providing said activities do not violate any local, state, or federal law, this contract, or BOARD policy.

XIX. PROTECTION OF ASSOCIATION MEMBERS AND PROPERTY

- A. ASSOCIATION MEMBERS shall forthwith report cases of bodily injury suffered by them in the course of their employment to their principal or immediate supervisor. In the event that an ASSOCIATION MEMBER fails to do so it shall not be deemed to be a breach of this agreement. The principal or immediate supervisor, in addition to other appropriate contacts, shall notify the Superintendent or his/her designee of the incident to ensure where necessary that appropriate Workers' Compensation documentation can be prepared.
- B. When an ASSOCIATION MEMBER is absent as a result of bodily injury caused by an incident arising out of his/her employment such ASSOCIATION MEMBER shall be entitled to full salary and benefits for the period of such absence and shall not forfeit any sick leave or personal leave.

C. In connection with the use of force or corporal punishment as between an ASSOCIATION MEMBER and student, the provisions of N.J.S. 18A:6-1 shall apply.

"18A:6-1. Corporal punishment of pupils. No person employed or engaged in a school educational institution, whether public or private, shall inflict or cause to be inflicted corporal punishment upon a pupil attending such school or institution; but any such person may, within the school of his/her employment, use and apply such amounts of force as is reasonable and necessary:

1. To quell a disturbance, threatening physical injury to others;
2. To obtain a possession of weapons or other dangerous objects upon the person or within the control of a pupil;
3. For the purpose of self-defense; and
4. For the protection of person or property;

and such acts, or any of them, shall not be construed to constitute corporal punishment within the meaning and intendment of this section. Every resolution by law, rule, ordinance, or other act or authority permitting or authorizing corporal punishment to be inflicted upon a pupil attending a school or educational institution shall be void."

D. THE BOARD specifically agrees that the provision of N.J.S.A. 18A:16-6 shall be fully applicable to the extent provided therein to the performance of duties in all BOARD approved programs, including those in which it is appropriate for students to be out of the sight of an ASSOCIATION MEMBER.

XX. BOARD PREROGATIVES

Except as specifically modified by the express provisions of this Agreement, THE BOARD shall retain the rights, duties, obligations and responsibilities vested in THE BOARD pursuant to Title 18A of the New Jersey Statutes, and the decisions, rules and regulations of the Commissioner of Education, and the ASSOCIATION recognizes such rights, duties, obligations and responsibilities.

XXI. MEETINGS WITH THE SUPERINTENDENT

The President of the ASSOCIATION and/or his/her representative(s) shall meet with the Superintendent and/or his/her designated representative(s) at the request of either party within seven (7) work days of said request, but these meetings shall not exceed one (1) per month unless by mutual consent. These meetings shall not be scheduled during the school day unless otherwise mutually agreed upon, and shall be of a reasonable length to discuss the areas of concern.

XXII. SOMEA - ADMINISTRATIVE MEETINGS

The SOMEA - ADMINISTRATIVE MEETINGS ("District SAM") which were established for the purpose of encouraging the cooperative involvement of all

professional staff in the District shall have the following ASCA members:

- A. One middle or senior high school administrator
- B. One Supervisor, one Subject Chair or one Director
- C. One elementary school administrator

District SAM meetings will have three ASCA representatives as delineated.

XXIII. VACATION DAYS

A. The vacation schedule for 12-month ASSOCIATION MEMBERS shall be approved by the Superintendent or his/her designee and any changes from said schedule must be approved in writing by the Superintendent or his/her designee. If the Superintendent approves a change in the schedule causing the ASSOCIATION MEMBER to lose a vacation day, such MEMBER shall be paid for that day or, at the discretion of the Superintendent, shall be given a compensatory day.

B. With the approval of the Superintendent, 12-month ASSOCIATION MEMBERS may carry over to the subsequent year up to five (5) unused vacation days. Alternatively, ASSOCIATION MEMBERS may opt to receive compensation at the rate of one hundred dollars (\$100.00) per day for up to five (5) unused vacation days per year. Eleven and ten month ASSOCIATION MEMBERS may opt to receive an annual payment of one hundred dollars (\$100.00) per day for each unused personal business day. If the MEMBER opts for this annual payment, the days in question cannot be banked.

1. For members hired after July 1, 1999, additional "carry over" days may be approved according to the following guidelines:

Year	Allocation	Must Use-or-lose	May Carry Over
Year One	23	13	10
Year Two	23 + 10	23	10
Year Three	23 + 10	28	5
Year Four	23 + 5	23	5
Year Five	23 + 5	23	5

2. Requests for a waiver to the above guidelines must be submitted to the Superintendent by May 15th of the year.

3. Carry-over days will not be approved after June 1st of the year.

XXIV. COMPENSATION

A. Base Salary

1. Work year

- a) The salary grid is structured in three parts to reflect the work year as described below:

Grid A (10-months)

The standard work year for ASSOCIATION MEMBERS shall be ten months. The 10-month work year shall be consistent with the 10-month school calendar approved by the Board.

Grid B (11-months)

Eleven-month employees shall work twenty (20) days beyond the 10-month work year. The base for Grid B shall be **5%** higher than Grid A.

Grid C (12-months) Twelve-month employees shall have 23 vacation days. Twelve-month employees shall receive compensatory days for those legal holidays worked which include Columbus Day, Election Day, Veterans Day and Presidents Day. The base for Grid C shall be **10%** higher than Grid A.

- b) Scheduling of vacation days

The scheduling of vacation days for 12-month ASSOCIATION MEMBERS will be in consultation with the immediate supervisor and subject to the ultimate approval of the Superintendent. (See also VACATION DAYS, page 12) ASSOCIATION MEMBERS will not schedule vacation days and will report for work five (5) days before and five (5) days after the first and last teacher workday each year.

- c) Work beyond contractual year

Work beyond the contractual year will be reimbursed at the *per diem* rate.

In the interest of meeting the District's special needs, the Superintendent may designate ASSOCIATION MEMBERS to work beyond their contractual year. The Superintendent will inform the ASSOCIATION MEMBER as soon as possible, and for summer work, no later than May 15. In scheduling such work, the Superintendent shall attempt to accommodate personal schedules of the ASSOCIATION MEMBER (see also COMPENSATION, page 13). (See *Per diem* Rates, page 16;)

2. Classifications

<u>Position</u>	<u>Grid Placement</u>
<u>Grid A (10-months)</u>	
House Supervisor	134 A
<u>Grid B (11-months)</u>	
Library Coordinator.....	133 B
Department Head 9-12	136 B
Assistant Principal, Elementary School	138 B
Director, K-12	139 B
Supervisor, K-8	140 B
Subject Chair, 9-12.....	142 B
Assistant Director, Special Education and Nursing.....	142 B
Principal, Elementary School.....	152 B
<u>Grid C (12-months)</u>	
Assistant Principal, Middle School	138 C
Director, K-8	139 C
Director of Guidance and Social Work, K-12.....	140 C
Director of Athletics and Student Activities	141 C
Director of Educational Media and Technology, K-12.....	142 C
Assistant Principal, High School.....	151 C
Curriculum Coordinator	152 C
Director of Special Education and Nursing.....	152 C
Principal, Middle School.....	156 C
Principal, High School	165 C

3. Placement on Grid

a) Initial Placement

Initial recommendation for placement on step will be based primarily on the candidate's administrative/supervisory experience.

- (1) Upon making an initial offer of employment to a candidate for an ASCA position, the Superintendent, or his/her designee, will provide the candidate with the name of an ASCA contact person.
- (2) The final decision on placement is subject to agreement by the candidate and the Superintendent and approval by THE BOARD.

b) Change of Placement

- (1) Placement on Line

The impact on terms and conditions of employment triggered by substantive changes in job responsibilities must be negotiated. Negotiations may result in changes of line placement, or length of work year, of both (See also RECOGNITION, page 1).

(2) Placement on Step

Generally, an ASSOCIATION MEMBER moves one incremental step on the grid for each year of experience in the position.

B. Service Recognition

THE BOARD recognizes the length of service to the district by ASSOCIATION MEMBERS and will provide for those who qualify an annual longevity payment, in appreciation for service to the district.

- 1. The payment for service recognition for 2007-2008 through 2009-2010 will be:

<u>Years of Service in District</u>	<u>Payment</u>
10 to 14.....	\$2,500
15 to 19.....	\$3,000
20 to 24.....	\$3,500
25 to 29.....	\$3,750
30 or more.....	\$4,000

- 2. The length of service for ASSOCIATION MEMBERS will be measured in terms of their length of service to the school district in any professional capacity.
- 3. Payment for service recognition will become part of ASSOCIATION MEMBERS' base salary.

C. Performance Based Compensation Plan

- 1. ASCA and the BOARD agree to pilot a performance based compensation model.
- 2. During the 2009-2010 school year, salary for ASSOCIATION MEMBERS will also include an additional 0-4% performance based incentive, contingent on the development of a performance based compensation model.

3. The performance based compensation plan/model will be mutually agreed upon by ASCA and the BOARD.
4. An impartial facilitator with significant experience in the development of performance based compensation plans for schools will guide development of the new evaluation model. The facilitator will be mutually approved by ASCA and the BOARD. The facilitator will receive a written charge from ASCA and the BOARD, and will be responsible for completing all needed research, planning meetings, and retaining records of all meetings and draft committee products.
5. The BOARD will compensate the facilitator at its sole expense.
6. The facilitator will be charged with completing the development process in twelve (12) months, with the understanding that the development process may take as much as eighteen (18) months. It is understood that the timeline for development will commence on the Monday following BOARD ratification of this agreement and employment of the facilitator.
7. All ASCA members will have input into the evaluation model process, which will be a joint enterprise of the BOARD and ASCA and will enable full participation of ASCA membership.

D. Health Benefits

The current health benefits as outlined below will remain in effect.

1. New Jersey State Health Benefits Program
2. Full Family Dental Program
3. Disability Insurance

Disability Insurance will be provided to ASCA members.

E. Per diem rate for ASSOCIATION MEMBERS

10-month employees: 1/200 of total salary
 11-month employees: 1/220 of total salary
 12-month employees: 1/240 of total salary

F. Transportation

ASSOCIATION MEMBERS will be reimbursed for authorized travel at the rate determined annually by the Federal Internal Revenue Service. Vouchers are to be submitted monthly and paid at the next pay date.

G. Retirement Pay

1. THE BOARD will provide the aggregate maximum sum of thirty four thousand dollars (\$34,000.00) per year for each of the three years of this contract for payment for unused sick days upon retirement.
2. Upon retirement, ASSOCIATION MEMBERS hired prior to or on September 10, 2007, will receive, subject to the maximum, one hundred dollars (\$100.00) per unused sick day. ASSOCIATION MEMBERS hired after September 10, 2007, will not be compensated for unused sick days.
3. It is understood that ASSOCIATION MEMBERS may bank up to ten (10) sick days per year.
4. Additionally, ASSOCIATION MEMBERS may add up to two (2) unused personal business days per year to their bank of days eligible for payment upon retirement.

XXV. PAYMENT OF SALARY

A. Schedule

ASSOCIATION MEMBERS employed on a 10-month basis shall be paid in twenty (20) equal semi-monthly installments; and those employed for more than ten months shall be paid in twenty-four (24) equal semi-monthly installments.

B. Deductions from Salaries

1. THE BOARD agrees to deduct from salaries of members covered by the Agreement membership dues on behalf of the ASSOCIATION subject to receipt by THE BOARD of duly executed membership dues deduction authorizations, and the provisions of this Article.
2. An ASSOCIATION MEMBER may authorize THE BOARD to make deductions for the purpose of tax sheltered annuities pursuant to the provisions of NJS 18A:66-127, et seq., and the terms of a group contract approved by THE BOARD.
3. Prior to making such deductions from the salary of an ASSOCIATION MEMBER, THE BOARD or person designated by THE BOARD must have a current written authorization, received by the 15th of the month preceding the month the deduction is to begin, and executed by the ASSOCIATION MEMBER.
4. Dues deduction shall be made in compliance with N.J.S.A. 52:14-15 and under rules established by the State Department of Education. Upon payment thereof to the ASSOCIATION, THE BOARD shall be held free

and harmless from any liability in handling such ASSOCIATION dues and may require a release from the ASSOCIATION.

XXVI. LEAVES

A. SICK LEAVE

1. Ten and Eleven-Month ASSOCIATION MEMBERS

- a) Full time ten- (10) month ASSOCIATION MEMBERS shall receive ten (10) sick days per year, with compensation, and these days, if unused, shall accumulate.
- b) Full time eleven- (11) month employees shall receive eleven (11) sick days per year, with compensation, and these days, if unused, shall accumulate.
- c) Upon exhaustion of all accumulated sick leave, and upon approval of the Superintendent, additional non-bankable days may be granted to provide up to ten (10) days of additional sick leave.
- d) In the event of a long term illness/injury, additional non-bankable days may be granted upon approval of the Superintendent, to provide in any academic year the total allowance shown below (inclusive of days taken in accordance with 1.a), 1.b) and 1.c))

For those employed:

Less than 2 years.....	2 months or 40 days
Two years and less than 5 years.....	3 months or 60 days
Five years and less than 10 years.....	4 months or 80 days
Ten years or more.....	5 months or 100 days

2. Twelve-Month ASSOCIATION MEMBERS

- a) Full time twelve- (12) month ASSOCIATION MEMBERS shall receive twelve (12) sick days per year, with compensation, and these days, if unused, shall accumulate.
- b) Upon exhaustion of all accumulated sick leave, and upon approval of the Superintendent, additional non-bankable days may be granted to provide up to ten (10) days of additional sick leave.
- d) In the event of a long term illness/injury, additional non-bankable days may be granted upon approval of the Superintendent, to

provide in any academic year the total allowance shown below (inclusive of days taken in accordance with 1.a) and 1.b))

For those employed:

- Less than 2 years..... 2 months or 44 days
- Two years and less than 5 years..... 3 months or 66 days
- Five years and less than 10 years..... 4 months or 88 days
- Ten years or more.....5 months or 110 days

3. ASSOCIATION MEMBERS shall be notified by the Superintendent's office by September 30 of each year of the individual's number of accumulated unused sick days.

4. Notes

a) The determination of 20 days as a month for 10-month ASSOCIATION MEMBERS is based upon the State regulation that a staff member shall be paid in equal installments and that unless otherwise specified "a month shall be construed and taken to be twenty school days or four weeks of five school days each".

b) The determination of 22 days as a month for twelve-month ASSOCIATION MEMBERS is based upon the "usual" working days in a calendar month.

c) In figuring absences the following method will be followed:

(1) On short-term or occasional absences, a total of 20 or 22 working days, depending upon the classification of the ASSOCIATION MEMBER is considered equivalent of a month.

(2) On long-term consecutive absences, the actual calendar months are counted.

B. PERSONAL LEAVE OF SHORT DURATION

1. Illness in Family

Whenever used in this agreement, "immediate family" shall mean spouse, father, mother, brother, sister, father-in-law, mother-in-law, children or any person(s) residing with the staff member.

An ASSOCIATION MEMBER shall be allowed full pay for absence of three (3) days for illness in the immediate family. In the case of critical

illness, an additional two (2) days may be allowed by the Superintendent or his/her representative. In maternity cases, this provision shall allow an ASSOCIATION MEMBER to transport his/her wife to or from the hospital at time of delivery. In all cases where the ASSOCIATION MEMBER desires to apply for the additional two (2) days, requests should be made to the Superintendent or his/her representative either by telephone or by e-mail in advance as outlined below (See Administration of Policy, page 20). No allowance may be made for an ASSOCIATION MEMBER's absence because of illness of persons other than those in the immediate family.

2. Death in Family

An ASSOCIATION MEMBER shall be allowed three (3) days' absence with full pay for any death in that person's immediate family. In the case of death of a spouse, five (5) days' absence with full pay will be allowed. In the case of death in the immediate family, an additional two (2) days with full pay may be allowed by the Superintendent or his/her representative. In all cases where the ASSOCIATION MEMBER desires to apply for the additional two (2) days, requests should be made to the Superintendent or his/her representative either by telephone or by e-mail in advance as outlined below (See Administration of Policy, page 20). No allowance may be made for an ASSOCIATION MEMBER's absence because of illness of persons other than those in the immediate family.

3. Weddings

An ASSOCIATION MEMBER shall be allowed one (1) day's absence with full pay to attend a wedding in the immediate family, including his/her own.

4. Personal Business

Absences for personal business shall be allowed only by permission of the Superintendent or his/her representative. Application for approval of each such absence must be made in advance, or as soon as practical in an emergency, and must be submitted as outlined in "Administration of Policy" below, except when an emergency situation may justify direct application to the Superintendent or his/her representative. A maximum of three (3) days' absence may be approved annually for absences for essential personal matters that cannot be cared for during non-working time. Absence approved with full pay.

a) Sample reasons, which may be considered valid:

- (1) Necessary for the health and/or welfare of self or family¹
- (2) Certain court appearances*²
- (3) Important business transactions*
- (4) Impassable roads
- (5) Death of a close friend
- (6) College graduation of self and certain close relatives*
- (7) Visiting colleges with son or daughter
- (8) Taking son or daughter to college
- (9) Ship or airport arrival or departure of close relative

b) Sample reasons, which are not considered valid:

- (1) Attendance at class reunions
- (2) Weddings not in the immediate family
- (3) Other social functions of a non-essential nature

5. Administration of Policy

In the administration of this policy's provisions on "Illness in the Family", "Death in the Family", "Weddings" and "Personal Business", the following may be allowed by the Superintendent or his/her representative upon request by the ASSOCIATION MEMBER:

- a) If an ASSOCIATION MEMBER presents a valid request for absence for "personal business" and . . .
- b) If at that point the ASSOCIATION MEMBER has exhausted the 3-day allowance for "personal business", and . . .
- c) If the ASSOCIATION MEMBER has been granted fewer than 10 days total leave under the provisions on "Illness in the Family", "Death in the Family", "Weddings" and "Personal Business", then the "personal business" request may be approved, except that:
 - (1) No more than three (3) days a year will be allowed for religious holidays, and
 - (2) No more than one (1) day will be allowed for the death of each close friend; or a college graduation of self or certain

¹If such statement is made available, the applicant need not submit a specific explanation of the reason for his/her proposed absence.

²Two additional days will be approved if the distance to be traveled exceeds 500 miles only in the cases indicated above with an asterisk.

relatives; unless the distance to be traveled exceeds 500 miles.

- d) Absences other than valid emergencies, which have not been authorized in advance, will result in loss of pay.
- e) A request for absence for personal business shall be submitted in writing to the Superintendent or his/her representative.

6. Absence Related to Storm Conditions

- a) The payment for "personal business" policy does not automatically provide salary for absence related to travel difficulties. Salary will not be paid unless the ASSOCIATION MEMBER has made reasonable efforts to be present
- b) Whenever salary is paid because of absence due to travel conditions, such payments will be charged against the maximum available three days annually for "personal business"

7. Absence for Emergency Reasons

Whenever an ASSOCIATION MEMBER is absent because of emergency reasons, the reason for such absence must be documented in writing in a letter to the Superintendent or his/her representative through the building principal. The building principal will recommend payment or non-payment of salary in forwarding the statement. Salary will be paid or withheld on the basis of this recommendation and the conditions described above.

8. Travel To and From Summer School

At the discretion of the Superintendent or his/her representative, an ASSOCIATION MEMBER may be granted up to two days at the end of a school year and/or at the beginning of a school year, as may be required to attend summer school classes and/or travel to the place where such classes are to be held.

9. School Business and Attendance at Professional Meetings

Permission may be granted by the Superintendent or his/her representative for ASSOCIATION MEMBERS to visit schools without loss of pay. Absences authorized by THE BOARD for ASSOCIATION MEMBERS to attend meetings or conventions concerning school business shall be without loss of pay unless otherwise specifically designated. Attendance at professional meetings will be encouraged for the potential benefits

available in sharing with colleagues in matters leading to in-service growth.

10. Military Leave

Time off will be granted for persons called into temporary active duty of any unit of the United States Reserves or the National Guard, provided such obligations cannot be fulfilled on days when school is not in session. An ASSOCIATION MEMBER shall be paid his/her regular salary less military pay.

11. Leaves Taken Pursuant to this SECTION B

Such leaves when granted shall be in addition to any sick leave to which the ASSOCIATION MEMBER is entitled.

C. EXTENDED LEAVES OF ABSENCE

1. Leave without Pay for ASSOCIATION MEMBER

No more than one ASSOCIATION MEMBER may be designated for an academic leave of absence without pay during any year.

2. Leave of Absence Due to Childbirth or Adoption

THE BOARD shall grant child care leave of absence without pay to any ASSOCIATION MEMBER upon request in accord with the following provisions:

a) Any ASSOCIATION MEMBER seeking a leave of absence for reasons associated with child birth shall file a written request for such leave with the Superintendent at least forty-five (45) days in advance of the date on which said leave is to commence. The request shall likewise specify therein the date on which said staff member proposes to return. THE BOARD shall honor the leave dates so requested if the same will not substantially interfere with the effective administration of the educational program to which the ASSOCIATION MEMBER was assigned and subject to the following conditions:

(1) THE BOARD may require as a condition of the ASSOCIATION MEMBER's return to service the production of a certificate from a physician certifying that the ASSOCIATION MEMBER is medically able to resume duties

- (2) In no event shall any such leave be extended beyond the end of the contract year in which leave is requested to commence for non-tenured ASSOCIATION MEMBERS unless THE BOARD otherwise elects
- (3) A tenured ASSOCIATION MEMBER may return no later than the beginning of the second year following the school year in which the leave of absence commenced. Notice must be given by a tenured ASSOCIATION MEMBER by March 1st prior to the beginning of the next school year in which he/she wishes to return.
- (a) If in the opinion of the Superintendent or his/her designee, a pregnant ASSOCIATION MEMBER's performance has declined, the Administration retains the right to require the ASSOCIATION MEMBER to submit a certificate from her physician certifying that she is medically able to continue to perform her duties.
 - (b) In the event that an ASSOCIATION MEMBER's pregnancy terminates in miscarriage prior to the expiration of the leave which has been granted, or prior to the inception of the leave which may have been requested, said ASSOCIATION MEMBER may apply for early reinstatement by filing a written request therefor with the Superintendent, accompanied by a physician's certification that she is medically able to resume or to continue to perform her duties. THE BOARD may grant such a request if it can be fulfilled without substantially interfering with the effective administration of the educational program.
 - (c) ASSOCIATION MEMBERS adopting a child shall receive the same leave, which shall commence upon receipt of *de facto* custody of said child, or earlier if necessary to fulfill the requirements of adoption. The length of such leave shall be the same as those associated with childbirth.

3. Family Leave

ASSOCIATION MEMBERS will be entitled to leave without pay with health benefits as provided by this agreement for up to 12 weeks during a 24-month period, as per requirements of State and federal statutes.

4. Leaves of Absence to Join the Peace Corps, Vista, National Teacher Corps or Service as an Exchange Teacher

A leave of absence without pay of up to one year may be granted to any tenured ASSOCIATION MEMBER who joins the Peace Corps, Vista, National Teacher Corps or serves as an exchange administrator or teacher. Upon return, the ASSOCIATION MEMBER will be credited with one year's service in South Orange-Maplewood, if he or she has demonstrated administrative or teaching experience in the above programs.

APPENDIX: SALARY GRIDS for 2007-2010

2007-2008		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
House Supervisor	134A	74,728	77,716	80,705	83,694	86,683	89,672	92,662	95,651	98,640	106,367
Dept Head, 9-12	136A	75,843	78,875	81,909	84,943	87,978	91,011	94,044	97,078	100,112	107,954
Supervisor, K-8	137A	76,401	79,456	82,512	85,568	88,624	91,681	94,736	97,792	100,849	108,748
Library Coordinator	133B	79,635	82,819	86,005	89,191	92,377	95,562	98,746	101,932	105,116	113,352
Dept Head, 9-12	136B	79,635	82,819	86,005	89,192	92,377	95,562	98,746	101,932	105,116	113,352
Assistant Principal, Elementary School	138B	80,816	84,037	87,269	90,503	93,734	96,967	100,199	103,430	106,664	115,018
Supervisor, K-12	142B	83,149	86,474	89,800	93,126	96,452	99,777	103,104	106,429	109,755	118,353
Supervisor, K-5	142B	83,149	86,474	89,800	93,126	96,452	99,777	103,104	106,429	109,755	118,353
Supervisor, 6-12	142B	83,149	86,474	89,800	93,126	96,452	99,777	103,104	106,429	109,755	118,353
Principal, Elementary School	152B	89,004	92,564	96,125	99,683	103,243	106,803	110,364	113,924	117,484	126,687
Assistant Principal, Middle School	138C	84,857	88,239	91,633	95,028	98,422	101,815	105,210	108,602	111,996	120,770
Director, K-8	139C	85,267	88,678	92,089	95,498	98,909	102,320	105,731	109,141	112,552	121,368
Director of Guidance and Social Work, K-12	140C	85,880	89,315	92,751	96,185	99,622	103,056	106,492	109,926	113,371	122,243
Director of Athletics and Student Activities	141C	86,494	89,953	93,414	96,872	100,332	103,792	107,252	110,711	114,173	123,116
Director of Media and Technology, K-12	142C	87,107	90,592	94,076	97,560	101,045	104,528	108,013	111,498	114,982	123,988
Assistant Principal, High School	151C	92,838	96,552	100,266	103,979	107,693	111,405	115,119	118,834	122,548	132,146
Curriculum Coordinator	152C	93,242	96,971	100,701	104,430	108,160	111,890	115,620	119,349	123,078	132,721
Supervisor, Special Ed, K-12	143C	87,306	90,798	94,290	97,782	101,275	104,766	108,259	111,751	115,243	124,270
Principal, Middle School	156C	95,695	99,523	103,351	107,178	111,006	114,835	118,662	122,490	126,318	136,213
Principal, High School	165C	101,215	105,265	109,314	113,362	117,410	121,460	125,509	129,556	133,605	144,071

2008-2009		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
House Supervisor	134A	76,237	79,286	82,335	85,385	88,434	91,484	94,533	97,583	100,632	108,515
Dept Head, 9-12	136A	77,375	80,468	83,564	86,659	89,755	92,849	95,944	99,039	102,135	110,134
Supervisor, K-8	137A	77,944	81,061	84,179	87,297	90,415	93,532	96,649	99,767	102,886	110,944
Library Coordinator	133B	81,244	84,492	87,742	90,992	94,243	97,492	100,741	103,991	107,240	115,642
Dept Head, 9-12	136B	81,244	84,492	87,742	90,993	94,243	97,492	100,741	103,991	107,240	115,642
Assistant Principal, Elementary School	138B	82,449	85,735	89,032	92,331	95,627	98,926	102,223	105,520	108,818	117,342
Supervisor, K-12	142B	84,828	88,221	91,614	95,007	98,401	101,792	105,186	108,579	111,972	120,743
Supervisor, K-5	142B	84,828	88,221	91,614	95,007	98,401	101,792	105,186	108,579	111,972	120,743
Supervisor, 6-12	142B	84,828	88,221	91,614	95,007	98,401	101,792	105,186	108,579	111,972	120,743
Principal, Elementary School	152B	90,802	94,433	98,066	101,697	105,329	108,961	112,594	116,225	119,857	129,246
Assistant Principal, Middle School	138C	86,571	90,022	93,484	96,948	100,410	103,871	107,335	110,796	114,259	123,210
Director, K-8	139C	86,989	90,470	93,949	97,427	100,907	104,386	107,867	111,346	114,825	123,820
Director of Guidance and Social Work, K-12	140C	87,615	91,119	94,624	98,128	101,634	105,138	108,643	112,147	116,016	124,712
Director of Athletics and Student Activities	141C	88,241	91,770	95,301	98,829	102,359	105,889	109,418	112,947	116,479	125,603
Director of Media and Technology, K-12	142C	88,866	92,422	95,976	99,530	103,086	106,639	110,195	113,750	117,305	126,492
Assistant Principal, High School	151C	94,714	98,502	102,291	106,080	109,868	113,656	117,444	121,234	125,023	134,815
Curriculum Coordinator	152C	95,126	98,930	102,735	106,539	110,345	114,150	117,955	121,760	125,565	135,402
Supervisor, Special Ed, K-12	143C	89,070	92,632	96,195	99,757	103,321	106,882	110,446	114,008	117,571	126,781
Principal, Middle School	156C	97,628	101,533	105,439	109,343	113,249	117,154	121,059	124,964	128,870	138,964
Principal, High School	165C	103,260	107,391	111,522	115,652	119,782	123,913	128,044	132,173	136,304	146,982

2009-2010		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
House Supervisor	134A	78,334	81,466	84,600	87,733	90,866	94,000	97,133	100,266	103,400	111,499
Dept Head, 9-12	136A	79,503	82,681	85,862	89,042	92,223	95,403	98,582	101,763	104,943	113,163
Supervisor, K-8	137A	80,087	83,290	86,494	89,697	92,901	96,105	99,307	102,511	105,716	113,995
Library Coordinator	133B	83,478	86,815	90,155	93,495	96,834	100,173	103,511	106,851	110,189	118,822
Dept Head, 9-12	136B	83,478	86,815	90,155	93,496	96,834	100,173	103,511	106,851	110,189	118,822
Assistant Principal, Elementary School	138B	84,716	88,093	91,481	94,870	98,257	101,646	105,034	108,421	111,811	120,569
Supervisor, K-12	142B	87,161	90,647	94,133	97,619	101,107	104,592	108,079	111,565	115,051	124,064
Supervisor, K-5	142B	87,161	90,647	94,133	97,619	101,107	104,592	108,079	111,565	115,051	124,064
Supervisor, 6-12	142B	87,161	90,647	94,133	97,619	101,107	104,592	108,079	111,565	115,051	124,064
Principal, Elementary School	152B	93,299	97,030	100,763	104,494	108,225	111,957	115,690	119,422	123,153	132,800
Assistant Principal, Middle School	138C	88,951	92,497	96,055	99,614	103,171	106,728	110,287	113,843	117,401	126,598
Director, K-8	139C	89,381	92,957	96,532	100,106	103,682	107,257	110,833	114,408	117,983	127,225
Director of Guidance and Social Work, K-12	140C	90,025	93,625	97,226	100,827	104,429	108,029	111,631	115,231	119,206	128,141
Director of Athletics and Student Activities	141C	90,668	94,294	97,921	101,547	105,174	108,801	112,427	116,053	119,682	129,057
Director of Media and Technology, K-12	142C	91,310	94,963	98,615	102,268	105,921	109,572	113,225	116,878	120,531	129,971
Assistant Principal, High School	151C	97,318	101,211	105,104	108,997	112,890	116,781	120,674	124,568	128,461	138,522
Curriculum Coordinator	152C	97,742	101,651	105,560	109,469	113,380	117,289	121,199	125,108	129,018	139,125
Supervisor, Special Ed, K-12	143C	91,519	95,180	98,840	102,500	106,162	109,821	113,483	117,143	120,804	130,267
Principal, Middle School	156C	100,312	104,325	108,338	112,350	116,363	120,376	124,388	128,401	132,414	142,786
Principal, High School	165C	106,100	110,344	114,589	118,832	123,076	127,321	131,565	135,808	140,052	151,024

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