

2ND ORIGINAL BOARD'S COPY

Contract no. 1232

AGREEMENT

BETWEEN THE

UPPER SADDLE RIVER ADMINISTRATION ASSOCIATION

AND THE

BOARD OF EDUCATION OF UPPER SADDLE RIVER

DATED MARCH 17, 1988

July 1, 1988 to June 30, 1991

I. The Board agrees to pay the following annual salaries:

	<u>July 1, 1988 to June 30, 1991</u>		See Exhibit A
	July 1, 1988 to June 30, 1989	July 1, 1989 to June 30, 1990	July 1, 1990 to June 30, 1991
Morris Corn, Principal	\$ 70,848	\$ 77,370	\$ 84,210
Robert Franchino, Principal	69,848	76,370	83,210
James Meisterich, Principal	75,245	81,767	88,607
Bruce Dursema, Vice-Principal	66,551	73,073	79,913
John Prelich, CST Coordinator	64,268	71,390	78,230
	<u>346,760</u>	379,970 (9.6%)	414,110 (9.0%)

II. In addition, the Board agrees to continue the following fringe benefits:

- A. Provide an annual physical examination to each member not to exceed \$400.00 per year.
- B. Include in each member's annual contract \$1,200 toward T.S.A.
- C. The Board agrees the Upper Saddle River Administrators Association members will enjoy the same health coverage package provided to the Upper Saddle River Teachers Association or any other bargaining unit which represents employees of the Board at time benefit is initiated.
- D. Effective July 1, 1988, the Board agrees to provide full tuition-book reimbursement for expenses incurred, to each member who is currently employed ^{IN THE DISTRICT} and has served in this District for ten or more years, while in pursuit of obtaining a Doctoral Degree.

III. Group Term Life Insurance

The Board agrees to purchase and maintain Group Term Life Insurance for each Administrators Association member who qualifies for such coverage as a group member at standard rates and in the amount of \$25,000.

IV. Additional Stipends

See Exhibit A

- A. Each staff member covered by this agreement who has completed the necessary years of service shall be provided additional stipends which appear in the Upper Saddle River Board of Education/Teachers current contract and for the same amount as stated for the agreed upon number of years service.

Exhibit A

WORKSHEET FOR SALARY

1988-1989

Name	Salary 87 - 88	Base 88 - 89	(14)	(18)	Stipends (22)	(26)	(PHD)	TSA	Total Contracted Salary 88-89
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Corn	\$ 64,895	\$ 61,713	+	\$2,735 + \$1,600	+	\$1,600 + \$1,000 + \$1,000	+	\$1,200 =	\$70,848
Dursema	60,598	58,416	+	2,735 + 1,600	+	1,600 + 1,000	+	1,200 =	66,551
Franchino	63,895	61,713	+	2,735 + 1,600	+	1,600 + 1,000	+	1,200 =	69,848
Meisterich	69,292	67,110	+	2,735 + 1,600	+	1,600 + 1,000	+	1,200 =	75,245
Prellich	59,530	58,733	+	2,735 + 1,600	+		+	1,200 =	64,268

1989-1990

Corn	70,848	66,115	+	3,055 + 2,000	+	2,000 + 2,000 + 1,000	+	1,200 =	77,370 77,370
Dursema	66,551	62,818	+	3,055 + 2,000	+	2,000 + 2,000	+	1,200 =	73,073
Franchino	69,848	66,115	+	3,055 + 2,000	+	2,000 + 2,000	+	1,200 =	76,370
Meisterich	75,245	71,512	+	3,055 + 2,000	+	2,000 + 2,000	+	1,200 =	81,767
Prellich	64,268	63,135	+	3,055 + 2,000	+	2,000	+	1,200 =	71,390

1990-1991

Corn	77,370	72,955	+	3,055 + 2,000	+	2,000 + 2,000 + 1,000	+	1,200 =	84,210
Dursema	73,073	69,658	+	3,055 + 2,000	+	2,000 + 2,000	+	1,200 =	79,913
Franchino	76,370	72,955	+	3,055 + 2,000	+	2,000 + 2,000	+	1,200 =	83,210
Meisterich	81,767	78,352	+	3,055 + 2,000	+	2,000 + 2,000	+	1,200 =	88,607
Prellich	71,390	69,975	+	3,055 + 2,000	+	2,000	+	1,200 =	78,230

IV. Additional Stipends (continued)

- B. Each staff member who has earned a Doctorate Degree from an accredited university or college will receive an annual \$1,000 stipend prorated from the date the degree is awarded.
- C. Effective July 1, 1988, if any member of this association who has been employed by the Upper Saddle River Board of Education for at least eighteen years, and is then eligible for retirement under the Teachers Pension and Annuity Fund submits a letter of resignation during the term of this contract to be effective no more than three years thereafter, the Board agrees to increase the salary of that member by a total of nine thousand (\$9,000.00) dollars over the period of time between the date of submission of the letter of resignation, and a maximum of three years thereafter (but in no event later than June 30, 1994).

The resigning member shall have the option of electing the portion of the sum of \$9,000.00 to be added to the salary in each of the years remaining between the submission of the letter of resignation and the date of retirement. Eg., If a member submits a letter of resignation on June 29, 1991, the member may elect to apportion \$3,000.00 for the remainder of the 1990-91 year, and a like amount in each of the following two years. Similarly, if a member submits a letter of resignation August 1, 1989, he can elect to have any part of the \$9,000.00 paid in the remainder of the 1989-90 year and the balance in the following year.

Notwithstanding anything contained elsewhere in this agreement, this provision shall not apply to any notice of resignation after June 30, 1991 and shall not continue in any successor contract unless expressly extended in a successor agreement.

The right to receive the additional \$9,000.00 salary benefit is expressly contingent upon the Board receipt of a member's letter of resignation.

This provision shall not apply to any resignation effective after June 30, 1994, and payment of the salary increase shall be contingent upon retirement of the member.

It is understood by the parties that the Board makes no representation of pension creditability of any such salary increase, such issue being a matter solely between the retiring member and TPAF.

V. Future Contractual Negotiations

In order to develop an agreement for 1991/92, negotiations will begin by December 1990. The Upper Saddle River Administrators Association agrees to submit a proposal to the Board of Education by December 1, 1990. Negotiations shall commence with a meeting mutually agreed upon within fifteen days after receipt of the Administrators Association proposal.

Dated: 3/21/88

Attest:

UPPER SADDLE RIVER
BOARD OF EDUCATION

Jane Miller
Secretary

By: *R. Jordan*
President

Attest:

UPPER SADDLE RIVER
ADMINISTRATORS ASSOCIATION

John F. Pech
Secretary

By: *B. J. Dusem*
President

Dated: 3/18/1988