

AGREEMENT BETWEEN
THE NORTHERN VALEY REGIONAL HIGH SCHOOL DISTRICT BOARD OF EDUCATION
AND THE NORTHERN VALEY REGIONAL HIGH SCHOOL DISTRICT
ADMINISTRATOR ASSOCIATION
JULY 1, 2007-JUNE 20, 2010

This agreement was developed and entered into by the Northern Valley Regional High School District Board of Education and the Administrators Association, hereafter referred to as the "Administrators", shall cover a period of three years July 1, 2007 through June 30, 2010, as detailed in the following paragraphs.

The Board offers the Administrators the following salary program 2007-2010 on the terms and conditions set forth:

1. Salaries for the 2007-2010 are determined and annexed to this agreement. Employee beginning in year one (1) shall be equal in compensation within five (5) years to the highest salaried individual within the category.
2. Employee beginning on or after July 1, 2007 shall be equal in compensation within seven (7) years to the highest salaried individual within the category.
3. Three salary categories will apply: one for principals; one for assistant principals and one for directors.
4. The bonus for accumulated sick days is as follows:

2007-2008 school year	\$125.00 per day
2008-2009 school year	\$125.00 per day
2009-2010 school year	\$125.00 per day

Upon employee request, a maximum of \$40,000 post-retirement contribution of unused sick leave and/or vacation may be deposited in any authorized Section 403(b) retirement fund. The terms will apply to any members of the association who retired as of June 30, 2007 through June 30, 2010, provided they submit a letter of resignation for retirement purposes by January 1 of the year of retirement.

For new hires, effective July 1, 2004 there will be a cap of unused sick days for retirement purposes at ten (10) days per year.

5. Vacation days are provided as follows for current members of Association:

After first year – 20 days
After fifth year – 25 days
After eighth year – 28 days

Upon retirement and or resignation, employee receives financial compensation for vacation days based on the salary for the next school year.

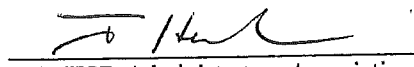
Those members of the association hired on or after July 1, 2004 must take twenty (20) days vacation during the first year of employment. Vacation days cannot accumulate.


6. Each member of the association is entitled to two (2) AV days per calendar year to be used during Teacher Convention, February Break or Spring Break.
7. Any member of the association prior to July 1, 2004 shall be eligible to have their enrolled children remain in the district tuition free, until they graduate.
8. The foregoing was agreed upon by the Board and Administrators Negotiating Committees for conveyance to their respective bodies for approval.


The Board indicated its acceptance of this Agreement at its meeting of January 22, 2007.
The Administrators indicated their acceptance of this Agreement as indicted below.

In witness whereof the parties have executed this Agreement


President – Board of Education


NVRHSD Administrators Association


SBA-Board Secretary


NVRHSD Administrators Association

BOARD OF EDUCATION
NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT
DEMAREST, NEW JERSEY 07627

ADMINISTRATORS & DIRECTORS

2007-2008

<u>POSITION</u>	<u>HIRING* BASE SALARY</u>	<u>MAXIMUM SALARY</u>
Principal	\$ 127,974	\$176,298
Ass't Principal	\$ 112,951	\$149,899
Director	\$ 112,951	\$157,793

*Employees beginning in year one (1) shall be equal in compensation within five (7) years to the highest salaried individual in that category

APPROVED: January 22, 2007

BOARD OF EDUCATION
NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT
DEMAREST, NEW JERSEY 07627

ADMINISTRATORS & DIRECTORS

2008-2009

<u>POSITION</u>	<u>HIRING*</u> <u>BASE SALARY</u>	<u>MAXIMUM SALARY</u>
Principal	\$ 132,773	\$ 182,909
Ass't Principal	\$ 117,186	\$ 155,520
Director	\$ 117,186	\$ 163,711

*Employees beginning in year one (1) shall be equal in compensation within five (7) years to the highest salaried individual in that category

APPROVED: January 22, 2007

BOARD OF EDUCATION
NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT
DEMAREST, NEW JERSEY 07627

ADMINISTRATORS & DIRECTORS

2009-2010

<u>POSITION</u>	<u>HIRING* BASE SALARY</u>	<u>MAXIMUM SALARY</u>
Principal	\$137,752	\$189,769
Ass't Principal	\$121,581	\$161,352
Director	\$121,581	\$169,850

*Employees beginning in year one (1) shall be equal in compensation within five (7) years to the highest salaried individual in that category

APPROVED: January 22, 2007

ADDENDUM TO COLLECTIVE BARGAINING AGREEMENT

This is an Addendum to the existing Agreement between the Northern Valley Regional High School District Board of Education ("Board") and the Northern Valley Regional High School Administrators Association ("Association"). The parties hereby agree to modify an existing Collective Bargaining Agreement between the parties (July 1, 2007 – June 30, 2010) as follows:

1. Effective August 20, 2001, Kathy Vuoncino began working as the Assistant Director for Region III. The parties have agreed that that position, effective as of July 1, 2007, will become part of the existing Administrators' bargaining unit.
2. At present, there is no salary range for that position in the existing Agreement. The parties therefore agree that this Addendum will add the following salary range to the Collective Bargaining Agreement:

i Assistant Director: Hiring Base salary: \$101,043.00

3. Effective July 1, 2007, Ms. Vuoncino's salary for the 2007-2008 school year will be \$125,267.00, for the 2008-2009 school year will be \$129,964.00, for the 2009-2010 school year will be \$134,838.00
4. All other terms of the 2007-2010 Collective Bargaining Agreement between the Board the Association remain unchanged.

NORTHERN VALLEY REGIONAL HIGH SCHOOL
DISTRICT BOARD OF EDUCATION

By: _____

Dated:

NORTHERN VALLEY REGIONAL HIGH SCHOOL
DISTRICT ADMINISTRATORS ASSOCIATION

By: _____

Dated: