

SUPERVISORY/ADMINISTRATIVE

AN AGREEMENT

BETWEEN

THE MORRIS HILLS REGIONAL DISTRICT

BOARD OF EDUCATION

AND

THE MORRIS HILLS REGIONAL DISTRICT

SUPERVISORY/ADMINISTRATIVE ASSOCIATION

* July 1, 1982 - June 30, 1984



ARTICLE I

A. UNIT MEMBERSHIP

IN ACCORDANCE WITH CHAPTER 123, PUBLIC LAWS OF 1974, THE BOARD OF EDUCATION OF THE MORRIS HILLS REGIONAL DISTRICT, HEREINAFTER REFERRED TO AS THE "BOARD", HEREBY RECOGNIZES THE MORRIS HILLS REGIONAL DISTRICT SUPERVISORY AND ADMINISTRATION ASSOCIATION, HEREINAFTER REFERRED TO AS THE "ASSOCIATION," AS THE EXCLUSIVE AND SOLE REPRESENTATIVE FOR THE COLLECTIVE NEGOTIATION.

THE FOLLOWING FULL TIME POSITIONS ARE RECOGNIZED AS MEMBERS OF THE ASSOCIATION:

PRINCIPALS
ASSISTANT PRINCIPALS
DIRECTOR OF PUPIL PERSONNEL SERVICES
ADMINISTRATIVE ASSISTANTS
DIRECTORS OF ATHLETICS
SUPERVISORS OF INSTRUCTION
COORDINATOR OF TRANSPORTATION
SUPERVISOR OF BUILDING AND GROUNDS

EXCLUDED ARE ALL OTHER ADMINISTRATIVE AND SUPERVISORY POSITIONS.

B. DEFINITION

UNLESS OTHERWISE INDICATED, THE TERM "ADMINISTRATOR/SUPERVISOR" WHEN USED HEREINAFTER IN THIS AGREEMENT, SHALL REFER TO ALL EMPLOYEES REPRESENTED BY THE ASSOCIATION IN THE NEGOTIATING UNIT AS ABOVE DEFINED, AND REFERENCES TO MALE ADMINISTRATORS/SUPERVISORS SHALL INCLUDE FEMALE ADMINISTRATOR SUPERVISORS.

ARTICLE II

NEGOTIATION OF SUCCESSOR AGREEMENT

- A. THE PARTIES AGREE TO ENTER INTO COLLECTIVE NEGOTIATION OVER A SUCCESSOR AGREEMENT IN ACCORDANCE WITH CHAPTER 123 PUBLIC LAWS 1974 A GOODFAITH EFFORT TO REACH AGREEMENT ON ALL MATTERS CONCERNING THE TERMS AND CONDITIONS OF ADMINISTRATOR'S/SUPERVISOR'S EMPLOYMENT. SUCH NEGOTIATIONS SHALL BEGIN NOT LATER THAN NOVEMBER 1 OF THE CALENDAR YEAR PRECEDING THE CALENDAR YEAR IN WHICH THIS AGREEMENT EXPIRES OR NOT LATER THAN AS REQUIRED BY STATUTE. ANY AGREEMENT SO NEGOTIATED SHALL APPLY TO ALL ADMINISTRATORS/SUPERVISORS REPRESENTED BY THE ASSOCIATION, AND BE ADOPTED BY THE BOARD AND THE ASSOCIATION.

- B. DURING THE NEGOTIATIONS, THE BOARD AND ASSOCIATION SHALL EXCHANGE POINTS OF VIEW AND MAKE PROPOSALS AND COUNTER-PROPOSALS.

- C. IF ANY PROVISION OF THIS AGREEMENT OR ANY APPLICATION OF THIS AGREEMENT TO ANY EMPLOYEE OR GROUP OF EMPLOYEES 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 III

GRIEVANCE PROCEDURE

A. DEFINITIONS

1. A "GRIEVANCE" IS A CLAIM BY AN EMPLOYEE OR THE ASSOCIATION BASED UPON THE APPLICATION, INTERPRETATION, OR VIOLATION OF THIS AGREEMENT AND ANY ARTICLE OR SECTION THEREIN.
2. A "GRIEVANT" IS THE PERSON OR PERSONS MAKING THE CLAIM.
3. A "PARTY IN INTEREST" IS THE PERSON OR PERSONS MAKING THE CLAIM AND ANY PERSON WHO MIGHT BE REQUIRED TO TAKE ACTION OR AGAINST WHOM ACTION MIGHT BE TAKEN IN ORDER TO RESOLVE THE CLAIM.

B. PURPOSE

THE PURPOSE OF THIS PROCEDURE IS TO SECURE, AT THE LOWEST POSSIBLE LEVEL, EQUITABLE SOLUTIONS TO THE PROBLEMS WHICH MAY FROM TIME TO TIME ARISE AFFECTING ADMINISTRATOR/SUPERVISOR. BOTH PARTIES AGREE THAT THESE PROCEDURES WILL BE KEPT INFORMAL ON ALL LEVELS OF THE PROCEDURE.

C. PROCEDURE

1. SINCE IT IS IMPORTANT THAT GRIEVANCES BE PROCESSED AS RAPIDLY AS POSSIBLE, THE NUMBER OF DAYS INDICATED AT EACH LEVEL SHOULD BE CONSIDERED AS A MAXIMUM AND EVERY EFFORT SHOULD BE MADE TO EXPEDITE THE PROCESS. THE TIME LIMITS SPECIFIED AT ANY LEVEL MAY BE EXTENDED BY MUTUAL AGREEMENT.
2. IN THE EVENT A GRIEVANCE IS FILED AT SUCH TIME THAT IT CANNOT BE PROCESSED THROUGH ALL THE STEPS IN THIS GRIEVANCE PROCEDURE BY THE END OF THE SCHOOL YEAR AND, IF LEFT UNRESOLVED UNTIL THE BEGINNING OF THE FOLLOWING SCHOOL YEAR, COULD RESULT IN IRREPARABLE HARM TO A PARTY IN INTEREST, THE TIME LIMITS SET FORTH HEREIN SHALL BE REDUCED SO THAT THE GRIEVANCE PROCEDURE MAY BE EXHAUSTED PRIOR TO THE END OF THE SCHOOL YEAR OR A MUTUALLY DETERMINED TIME THEREAFTER.
3. THE GRIEVANCE TO BE CONSIDERED UNDER THIS PROCEDURE MUST BE INITIATED BY THE GRIEVANT WITHIN THIRTY (30) CALENDAR DAYS OF THE ALLEGED OCCURRENCE.

C. 4. STEP ONE

AN ADMINISTRATOR/SUPERVISOR WHO FEELS HE/SHE HAS A GRIEVANCE MUST FIRST DISCUSS IT ON AN INFORMAL BASIS WITH HIS/HER IMMEDIATE SUPERIOR.

5. STEP TWO

IF THE GRIEVANT IS NOT SATISFIED WITH THE RESULTS AT STEP ONE, OR IF NO DECISION HAS BEEN RENDERED WITHIN TEN (10) SCHOOL DAYS AFTER PRESENTATION OF THE GRIEVANCE, HE/SHE MUST SUBMIT HIS/HER GRIEVANCE, EITHER DIRECTLY OR THROUGH THE ASSOCIATION REPRESENTATIVE TO HIS/HER IMMEDIATE SUPERIOR, IN WRITING, USING THE PRESCRIBED FORM, WITHIN FIVE (5) SCHOOL DAYS FOLLOWING THE DISPOSITION AT STEP ONE.

6. STEP THREE

IF THE GRIEVANT IS NOT SATISFIED WITH THE DISPOSITION OF HIS GRIEVANCE AT STEP TWO, OR IF NO DECISION HAS BEEN RENDERED WITHIN TEN (10) SCHOOL DAYS AFTER THE GRIEVANCE WAS DELIVERED TO AND RECEIVED BY THE SUPERIOR, THE GRIEVANT SHALL, WITHIN FIVE (5) SCHOOL DAYS, INFORM THE ASSOCIATION, IN WRITING, OF THE STATUS OF THE GRIEVANCE. WITHIN FIVE (5) SCHOOL DAYS AFTER THE ASSOCIATION HAS BEEN INFORMED, THE GRIEVANT MAY SUBMIT THE GRIEVANCE TO THE SUPERINTENDENT.

7. STEP FOUR

IF THE PROBLEM IS NOT RESOLVED WITHIN FIFTEEN (15) SCHOOL DAYS AFTER THE GRIEVANCE WAS RECEIVED BY THE SUPERINTENDENT, THE GRIEVANT MAY WITHIN FIFTEEN (15) SCHOOL DAYS AFTER RECEIPT OF THE SUPERINTENDENT'S DECISION, SUBMIT A WRITTEN APPEAL THROUGH THE SUPERINTENDENT TO THE BOARD OF EDUCATION WITH A HEARING OPTION AT THE BOARD LEVEL. THE BOARD MUST RENDER A DECISION, IN WRITING, WITHIN THIRTY (30) CALENDAR DAYS OF THE RECEIPT OF THE APPEAL.

ARTICLE IV

ADMINISTRATOR'S/SUPERVISOR'S RIGHTS

- A. EVERY ADMINISTRATOR/SUPERVISOR SHALL HAVE THE RIGHT AND OBLIGATION TO PURSUE HIS/HER DUTIES IN ACCORDANCE WITH A WRITTEN DESCRIPTION OF THE REGULATIONS GOVERNING HIS/HER ROLE, POWERS AND DUTIES ADOPTED BY THE BOARD.

- B. EVERY ADMINISTRATOR/SUPERVISOR SHALL HAVE HIS/HER OVERALL PERFORMANCE EVALUATED EACH YEAR BY THE SUPERINTENDENT OR THE SUPERINTENDENT'S DELEGATED REPRESENTATIVE.

ARTICLE V

SICK LEAVE

A. DEFINITION

ABSENCE FROM DUTY DUE TO ILLNESS, INJURY OR EXCLUSION BECAUSE OF A CONTAGIOUS DISEASE.

B. NUMBER

TWELVE (12) DAYS PER YEAR FOR TWELVE-MONTH EMPLOYEES SHALL BE GRANTED PER YEAR.

TEN (10) DAYS PER YEAR FOR TEN-MONTH EMPLOYEES SHALL BE GRANTED PER YEAR.

C. ACCUMULATIVE SICK LEAVE

UNUSED SICK DAY LEAVE AT THE END OF THE YEAR (JUNE 30) SHALL BE ADDED TO THE NEXT YEAR.

D. THE SICK DAYS ENTITLEMENT DURING THE FIRST YEAR OF EMPLOYMENT IN THE DISTRICT AS AN ADMINISTRATOR OR SUPERVISOR, IS TO BE DETERMINED BY THE NUMBER OF MONTHS WORKED DURING THE SCHOOL YEAR.

ARTICLE VI
LEAVES OF ABSENCE

A. PERSONAL LEAVE

THREE DAYS PER YEAR, WITHOUT REASON, AS APPROVED BY THE SUPERINTENDENT. UNUSED PERSONAL DAYS AS OF JUNE 30TH SHALL BE ADDED TO THE NUMBER OF ACCUMULATED SICK LEAVE DAYS.

B. BEREAVEMENT LEAVE

A MAXIMUM OF THREE (3) DAYS PER BEREAVEMENT, FOR THE DEATH OF A SPOUSE OR NEAR RELATIVE (PARENTS, CHILDREN, BROTHERS, SISTERS, UNCLE, AUNT AND GRANDPARENTS OF EMPLOYEE OR SPOUSE), OR ONE DAY FOR DEATH OF OTHER RELATIVES. AN ADDITIONAL TWO (2) DAYS MAY BE GRANTED FOR POSTMORTEM ARRANGEMENTS WHEN THE RESPONSIBILITY FALLS UPON THE ADMINISTRATOR OR SUPERVISOR.

ARTICLE VII

SABBATICAL LEAVE

- A. SABBATICAL LEAVES OF ABSENCE MAY BE GRANTED FOR PROFESSIONAL IMPROVEMENT UPON RECOMMENDATION OF THE SUPERINTENDENT AND APPROVAL OF THE BOARD OF EDUCATION FOR REASONS OF VALUE WHICH, IN THE BOARD'S DISCRETION, SHALL RENDER A BENEFIT TO THE SCHOOL DISTRICT, SUBJECT TO THE FOLLOWING CONDITIONS:
1. AN APPLICATION MUST BE SUBMITTED TO THE SUPERINTENDENT BY MARCH 1 FOR THE NEXT SUCCEEDING JULY 1 OR SEPTEMBER 1, WHICHEVER IS APPLICABLE.
 2. APPLICANTS MUST HAVE HELD AN ADMINISTRATIVE/SUPERVISORY POSITION IN MORRIS HILLS REGIONAL DISTRICT FOR SEVEN (7) CONTINUOUS YEARS.
 3. LEAVE SHALL BE FOR FULL YEAR AT HALF (1/2) PAY.
 4. ANY ADMINISTRATOR/SUPERVISOR GRANTED A SABBATICAL LEAVE MUST AGREE TO RETURN TO WORK IN THE DISTRICT FOR TWO (2) FULL YEARS FOLLOWING THE SABBATICAL LEAVE. PRIOR TO TAKING SAID LEAVE, THE ADMINISTRATOR/SUPERVISOR MUST SIGN A PROMISSORY NOTE IN THE AMOUNT RECEIVED FROM THE BOARD DURING THE SABBATICAL LEAVE, SAID AMOUNT TO BE PAID IF THE TWO (2) YEAR REQUIREMENT IS NOT FULFILLED.
 5. PRIOR TO COMMENCING SAID LEAVE, THE ADMINISTRATOR/SUPERVISOR SHALL SIGN A CONTRACT FOR THE FULL AMOUNT OF THE STIPEND RECEIVED FROM THE BOARD DURING THE SABBATICAL LEAVE. THE FULL SUM OF THE STIPEND SHALL BE REPAID TO THE BOARD IF THE TWO YEAR REQUIREMENT IS NOT FULFILLED.
 6. IT IS EXPRESSLY UNDERSTOOD THAT THE BOARD HAS THE SOLE AUTHORITY TO GRANT A SABBATICAL LEAVE. NO MORE THAN ONE (1) ADMINISTRATOR/SUPERVISOR FROM THE MORRIS HILLS REGIONAL DISTRICT MAY BE GRANTED A SABBATICAL LEAVE IN ONE SCHOOL YEAR.

ARTICLE VIII

CONVENTIONS, CONFERENCES, WORKSHOPS

ADMINISTRATORS/SUPERVISORS MAY ATTEND CONVENTIONS, CONFERENCES, WORKSHOPS AND OTHER PROFESSIONAL ACTIVITIES WITH REASONABLE EXPENSES AND AT NO LOSS OF PAY. THE BOARD WILL BUDGET \$6,000 FOR THE 1982-83 SCHOOL YEAR AND \$6,600 FOR THE 1983-84 SCHOOL YEAR FOR THIS PURPOSE.

UPON THE PRIOR APPROVAL OF THE SUPERINTENDENT, THE ADMINISTRATOR/SUPERVISOR MAY ATTEND CONVENTIONS, CONFERENCES, WORKSHOPS AND OTHER PROFESSIONAL ACTIVITIES WITHIN THE FINANCIAL LIMITATIONS SO STIPULATED.

ARTICLE IX

PROFESSIONAL DEVELOPMENT

REIMBURSEMENT FOR THE COST OF TUITION FOR COURSES WILL BE GRANTED WITH THE FOLLOWING CONDITIONS:

1. COURSES FOR WHICH TUITION REIMBURSEMENT IS BEING SOUGHT SHALL HAVE THE PRIOR APPROVAL OF THE SUPERINTENDENT.
2. A "B" OR BETTER GRADE MUST BE RECEIVED IN THE COURSE IN ORDER TO RECEIVE TUITION REIMBURSEMENT. PASS/FAIL COURSES MUST RECEIVE A FINAL GRADE OF "PASS."
3. PER CREDIT ALLOCATION FOR THE 1982-83 CONTRACT YEAR WILL NOT EXCEED \$110 PER CREDIT PLUS RECEIPTED FEES.
4. PER CREDIT ALLOCATION FOR THE 1983-84 CONTRACT YEAR WILL NOT EXCEED \$120 PER CREDIT PLUS RECEIPTED FEES.
5. COURSES FOR WHICH TUITION REIMBURSEMENT IS BEING SOUGHT SHALL BE IN THE SUBJECT AREA TO WHICH THE ADMINISTRATOR/SUPERVISOR IS ASSIGNED OR BE IN AREAS OF VALUE TO THE DISTRICT. COURSE SELECTION AND COURSE APPROVAL REQUIRE THE PRIOR APPROVAL OF THE SUPERINTENDENT.

ARTICLE X

DEDUCTIONS FROM SALARIES

THE FOLLOWING DEDUCTIONS FROM SALARY WILL BE MADE AT THE REQUEST OF THE ADMINISTRATOR/SUPERVISOR, EACH YEAR. APPLICATION WILL BE MADE ONCE A YEAR. SEPTEMBER 1ST WILL BE THE STARTING DATE FOR DEDUCTIONS.

1. NJASA DUES
2. WASHINGTON NATIONAL INSURANCE
3. TRI-COUNTY FEDERAL CREDIT UNION
4. TAX-SHELTERED ANNUITY PLANS
5. U.S. SAVINGS BONDS
6. PENSION LOANS
7. ANY OTHER PROGRAM AGREED TO BETWEEN THE BOARD AND THE ADMINISTRATORS AND SUPERVISORS.
8. SUPERVISORY AND ADMINISTRATIVE ASSOCIATION DUES.
9. AN ADMINISTRATOR/SUPERVISORY HOLDING A TEN MONTH CONTRACT MAY CHOOSE TO HAVE THEIR SALARY PAID IN 22 or 24 PAYMENTS. SAID ADMINISTRATOR/SUPERVISOR SHALL NOT REQUEST OR RECEIVE THE INTEREST ACCRUED DURING THE ADDITIONAL PERIOD OF TIME IF ANY FROM THE BOARD.

ARTICLE XI

INSURANCE BENEFITS

THE BOARD SHALL CONTINUE TO PROVIDE FULL FAMILY INSURANCE COVERAGE AS IS PRESENTLY RECEIVED TO EACH ADMINISTRATOR/SUPERVISOR.

- A. THE BOARD SHALL PROVIDE HEALTH-CARE INSURANCE PROTECTION DESIGNATED BELOW:
1. THE BOARD SHALL PAY THE FULL PREMIUM FOR EACH ADMINISTRATOR AND, IN CASES WHERE APPROPRIATE, THE BOARD SHALL PROVIDE ONE FAMILY COVERAGE POLICY WHEN BOTH HUSBAND AND WIFE ARE EMPLOYED IN THE DISTRICT.
 2. THE BOARD SHALL PROVIDE THE BLUE CROSS/BLUE SHIELD 750 PLAN, OR COMPARABLE, AND MAJOR MEDICAL.
- B. THE BOARD SHALL PROVIDE A DENTAL CARE INSURANCE PROTECTION PLAN AS DESIGNATED BELOW:
1. THE BOARD SHALL PAY THE PREMIUM FOR A SINGLE DENTAL COVERAGE FOR EACH ADMINISTRATOR FOR THE 1982/83 YEAR. THE AMOUNT OF PREMIUM IS TO BE \$6.99 PER ADMINISTRATOR.
 2. THE BOARD SHALL PAY THE PREMIUM FOR SINGLE ADMINISTRATOR COVERAGE AND FAMILY COVERAGE FOR THE 1983/84 YEAR. SUCH RATES ARE:

SINGLE - \$ 6 99 PER ADMINISTRATOR
FAMILY - \$23.11 PER ADMINISTRATOR
- C. FOR EACH ADMINISTRATOR/SUPERVISOR WHO REMAINS IN THE EMPLOY OF THE BOARD FOR THE FULL SCHOOL YEAR; THE BOARD SHALL CONTINUE TO MAKE PAYMENT OF INSURANCE PREMIUMS TO PROVIDE INSURANCE COVERAGE FOR A FULL TWELVE MONTH PERIOD.
- D. FOR EACH NEW ADMINISTRATOR/SUPERVISOR, COVERAGE SHALL COMMENCE JULY 1 (PROVIDED SAID ADMINISTRATOR/SUPERVISOR EXECUTES AND SUBMITS APPROPRIATE FORMS TO THE DISTRICT BUSINESS OFFICE BY AUGUST 25) AND CONTINUE FOR THE FULL TERM AS DESCRIBED IN PARAGRAPH (C),
- E. IT IS THE RESPONSIBILITY OF THE ADMINISTRATOR/SUPERVISOR TO NOTIFY THE BOARD SECRETARY OF ANY CHANGES IN MARITAL OR DEPENDENT STATUS IN ACCORDANCE WITH THE MASTER PLAN(S).

ARTICLE XII

RETIREMENT ALLOWANCE

ANY ADMINISTRATOR OR SUPERVISOR HAVING BEEN IN THE EMPLOY OF THE SCHOOL DISTRICT FOR TEN (10) OR MORE YEARS, MAY SUBMIT TO THE SUPERINTENDENT A WRITTEN STATEMENT OF INTENTION TO RETIRE UNDER THE TEACHERS' PENSION AND ANNUITY FUND AND SHALL BE ELIGIBLE FOR A SPECIAL RETIREMENT ALLOWANCE PROVIDED ONE (1) YEAR'S NOTICE, PRIOR TO THE ACTUAL DATE, IS GIVEN TO THE SUPERINTENDENT. THE BOARD MAY WAIVE THIS REQUIREMENT IN CASES OF EMERGENCY OR EXTENUATING CIRCUMSTANCES.

THE RETIREMENT ALLOWANCE SHALL NOT BECOME A PART OF THE FINAL YEAR'S SALARY BUT SHALL BE PAID IN A LUMP SUM PRIOR TO RETIREMENT BEFORE THE END OF THE SCHOOL YEAR.

THE RETIREMENT ALLOWANCE SHALL BE COMPUTED AT THE RATE OF ONE (1) DAY'S PAY FOR EVERY FIVE (5) DAYS OF ACCUMULATED, UNUSED SICK LEAVE TO THE ADMINISTRATOR'S OR SUPERVISOR'S CREDIT AT THE TIME OF THE ANNOUNCED CONTEMPLATED RETIREMENT.

THE RETIREMENT ALLOWANCE SHALL NOT EXCEED FIVE-THOUSAND DOLLARS (\$5,000) PER ADMINISTRATOR OR SUPERVISOR.

ARTICLE XIII

VACATION

TWELVE-MONTH ADMINISTRATORS AND SUPERVISORS ARE ENTITLED TO TWENTY (20) DAYS PAID VACATION EACH SCHOOL YEAR. THE NUMBER OF DAYS OF ENTITLEMENT DURING THE FIRST YEAR OF EMPLOYMENT IN THE DISTRICT AS AN ADMINISTRATOR OR SUPERVISOR IS TO BE DETERMINED BY THE NUMBER OF MONTHS WORKED DURING THE SCHOOL YEAR.

NORMALLY, SUMMER VACATIONS MAY BE TAKEN BETWEEN JULY 1 AND BEFORE THE LAST TWO WEEKS OF AUGUST. HOWEVER, VACATIONS MAY BE TAKEN AT ANY TIME DURING THE YEAR OF ENTITLEMENT, SUBJECT TO THE APPROVAL OF THE SUPERINTENDENT.

ARTICLE XIV

BOARD RIGHTS

EXCEPT AS LIMITED BY APPLICABLE LAW AND THE SPECIFIC TERMS OF THIS AGREEMENT, THE BOARD RESERVES THE FOLLOWING RIGHTS:

- A. TO DIRECT THE 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 OF DUTY BECAUSE OF LACK OF WORK AND FOR OTHER LEGITIMATE REASONS.
- D. TO MAINTAIN EFFICIENCY OF THE SCHOOL DISTRICT OPERATIONS ENTRUSTED TO THEM.
- E. TO DETERMINE THE METHODS, MEANS AND PERSONNEL BY WHICH OPERATIONS ARE TO BE CONDUCTED.
- F. TO TAKE WHATEVER ACTIONS MAY BE NECESSARY TO CARRY OUT THE MISSION OF THE SCHOOL DISTRICT IN SITUATIONS OF EMERGENCY.

ARTICLE XV

SALARY GUIDE

1. SALARIES FOR ADMINISTRATORS/SUPERVISORS WILL BE BASED UPON THEIR ANNUAL EVALUATION AND APPLIED TO THE FOLLOWING:

A. THE TOTAL AMOUNT OF MONEY ALLOTTED FOR SALARY INCREASES WILL BE:

1. 1982-83 10.45% OF \$593,139 OR \$655,122

2. 1983-84 9.96% OF \$655,122 OR \$720,372

3. THESE SALARIES ARE BASED UPON THE AMOUNT PAID TO NINETEEN (19) UNIT MEMBERS. IF THE NUMBER OF UNIT MEMBERS IS INCREASED OR DECREASED, THE TOTAL ALLOTMENT SHALL BE INCREASED OR DECREASED ACCORDING TO THE SALARIES OF THOSE POSITIONS ADDED TO OR DELETED FROM THE UNIT.

4. IN THE EVENT OF A REDUCTION IN ADMINISTRATIVE/SUPERVISORY PERSONNEL, THE SALARIES FOR THOSE POSITIONS ABOLISHED OR NOT FILLED WILL BE PROJECTED AND CALCULATED IN THE FINAL DETERMINATION OF THE AMOUNT AVAILABLE FOR SALARY INCREASES.

B. THE INDIVIDUAL PERCENTAGE OF THE TOTAL DOLLAR AMOUNT WILL BE DETERMINED BY THE NUMBER OF PEOPLE IN EACH EVALUATION LEVEL AS FOLLOWS:

PRESENT TOTAL SALARY + % NEGOTIATED = TOTAL DOLLAR AMOUNT.

UNSATISFACTORY	0
LESS THAN SATISFACTORY	0
SATISFACTORY	(X +)
MORE THAN SATISFACTORY	(X + .01)
OUTSTANDING	(X + .02)

ARTICLE XVI

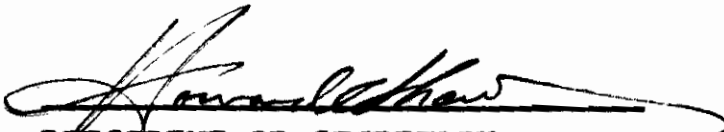
DURATION OF AGREEMENT

- A. THIS AGREEMENT SHALL BECOME EFFECTIVE JULY 1, 1982 AND SHALL CONTINUE IN EFFECT UNTIL JUNE 30, 1984, SUBJECT TO THE BOARD'S AND ASSOCIATION'S RIGHT TO NEGOTIATE OVER A SUCCESSOR AGREEMENT AS PROVIDED IN ARTICLE II.

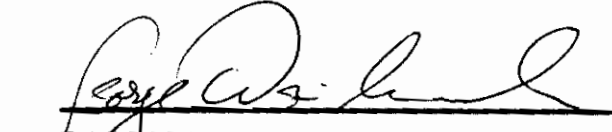
- B. IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THIS AGREEMENT TO BE SIGNED BY THEIR RESPECTIVE PRESIDENTS/OR SECRETARIES.

SIGNED:

DATE: 4/20/82



PRESIDENT OR SECRETARY,
BOARD OF EDUCATION



PRESIDENT OR SECRETARY,
ASSOCIATION



TITLE



TITLE



Reimbursement shall be provided for fees directly related to courses that have been approved for tuition reimbursement and are listed by the college/university on the receipt for tuition. Following are those fees, other than tuition, eligible for reimbursement:

- registration fee (excluding late registration)
- lab fee
- studio fee
- student activity fee

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