

4-1011

MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION, SOUTH RIVER, NEW JERSEY
AND
THE ASSOCIATION OF ADMINISTRATORS AND SUPERVISORS,
SOUTH RIVER, NEW JERSEY

I. Agreement

This Agreement is entered into by and between the South River Board of Education, hereinafter called the "Board" and the Association of Administrators and Supervisors, hereinafter called the "Association."

II. Recognition

The Board recognizes the Association as exclusive representatives for the following unit of employees for the years 1969-1972:
Principals, Vice-Principals, and Supervisors

IIa. Board of Education's Rights

Except as specifically modified by this Agreement, the Board retains, without limitations, all powers, rights, and authority vested in it by all laws, rules and regulations, including the management and direction of all the operation and activities of the school district.

III. Salary

The salary for members of the Association for 1969-1970 shall be determined by the use of the following ratios:

Twelve-month employees:

Senior High School Principal	- 1.45
Junior High School Principal	- 1.35
Secondary Vice-Principal	- 1.28
Willett School Principal	- 1.32
Secondary Supervisor	- 1.30
Elementary Supervisor	- 1.25

Ten-month employees:

Campbell School Principal	- 1.25
Lincoln School Principal	- 1.20

The above ratios shall be based upon the salary of classroom teachers with a master's degree.

IV. Vacation

Members of the Association employed on a twelve-month basis shall be entitled to four weeks of vacation. Notice must be given to the Superintendent of Schools as to preference of time for the vacation.

V. Fringe Benefits

A. Tuition Payments - The Board shall reimburse members of the Association an amount not to exceed one hundred dollars per year for tuition paid in the successful pursuit of college and university graduate courses; provided that such courses have been given prior approval by the Superintendent of Schools.

B. Group Health Insurance - 1. All full-time regularly employed personnel shall be eligible for enrollment in the New Jersey Public and School Employees Health Benefit Plan as administered by the Division of Pensions, and which includes Blue Cross-Blue Shield, Rider J, and Major Medical Coverage.

V. Fringe Benefits (Continued)

2. The Board shall participate in the financing of the Program by contributing the following amounts:

Single Plan -- entire premium

Other than Single Plan -- the premium less four dollars per month.

VI. The Board shall give consideration to requests made by members of the Association to attend a national convention of the group.

VII. Leaves of Absence

A. Sick Leave

1. All ten month employees shall be granted ten days of sick leave yearly. All twelve month employees shall be granted twelve days sick leave yearly. All unused sick leave shall be cumulative for a possible emergency in later years. When absence because of sickness exceeds the total sick leave permitted under this provision, the employee will continue to receive his salary less the pay of his substitute for a period not to exceed twenty days.
2. If an administrator or supervisor because of illness is absent from school for more than three consecutive days, he must present a doctor's certificate to the Superintendent upon his return.
3. Administrators or supervisors who have been on leave of absence authorized by the Board shall have previous accumulated sick leave restored to them upon return to active service.

B. Maternity Leave

1. Conditions for Leave: Maternity leaves shall be granted only to administrators or supervisors on tenure. Non-tenure administrators or supervisors who are pregnant will receive release from contract. Subject leave shall be without salary.
2. Procedures for Requesting Leave: A married woman shall, before the expiration of the fourth month of pregnancy, file a written request with the Superintendent of Schools for either a release from contract or a leave of absence for maternity reasons. The request shall be submitted to the Board of Education by the Superintendent at the next regular meeting.
3. Length of Leave: A maternity leave-of-absence shall extend to September first of the year nearest the child's first birthday; i.e., if the child is born between September first and the last day of February, the leave of absence will terminate the following September first. If the child is born between March first and August thirty-first, the leave will terminate one year from the following September first. The Board of Education may request an earlier return by special action, but only if the physician submits a written statement that the teacher is able to resume her position.
4. Extension of Leave: The Board of Education may, upon written application, grant one extension of a maternity leave of absence.

VII. Leaves of absence (Continued)

C. Health Leave

1. A tenure administrator or supervisor desiring a leave of absence for health reasons may be allowed one year's absence with no loss of seniority, tenure, or retirement rights, and upon return be placed on the salary schedule in the position occupied at the beginning of the leave. When an administrator or supervisor resumes teaching after leave, he shall receive 50% of the increment he would have received had he continued in the system without interruption, over his salary at the time he is granted a leave. No administrator or supervisor shall have more than two successive leaves.

D. Professional Observation and Conferences

1. One day per year may be allowed each administrator or supervisor for observation at another school without loss of pay. Arrangements must be made in advance through the Superintendent of Schools.
2. Members of the administrative and supervisory staff may be permitted to attend professional meetings which shall have for their theme subjects of interest to the professional program of our schools. Approval to attend such meetings will be granted by the Board of Education upon the recommendation of the Superintendent of Schools. Those who attend shall be reimbursed for expenses and mileage (computed at .08 per mile), but the total amount of such reimbursement shall not exceed ten dollars.

E. Military Leaves

1. Military leave shall be granted without pay to any administrator or supervisor who is inducted in any branch of the Armed Forces for the period of induction.

F. Funeral Leave

1. An allowance of five days will be granted without deduction in case of death of father, mother, sister, brother, husband, wife, son, or daughter. This time is not deducted from the regular sick leave.
2. An allowance of three days will be granted without deduction in case of death of the father, mother, sister, or brother of the husband or wife of an employee.
3. An allowance of one day will be granted without deduction in salary to attend the funeral of a grandparent, grandchild, brother-in-law, or sister-in-law of an administrator or supervisor (but not of the administrator's or supervisor's spouse) or an uncle or aunt provided that said uncle or aunt resides in the same household as the administrator or supervisor.

VII. Leaves of absence (Continued)

G. Personal Leave

1. Five days per year shall be allowed each administrator or supervisor for personal reasons. The administrator or supervisor will lose from his pay only the wage paid to a substitute teacher. The Superintendent will determine what leaves shall be considered personal.

H. Educational Leave

1. An administrator or supervisor who is granted a leave of absence by the Board of Education for further study shall, upon return, receive the normal increment which he would have received had they remained in service. Effective September 1, 1963.

I. Miscellaneous Leaves

1. An administrator or supervisor required to appear in any legal proceedings connected with the administrator's or supervisor's employment or by reason of his connection with the school system shall suffer no loss of pay provided that such appearance is not necessitated by any suit brought by said administrator or supervisor against the South River School District.
2. An administrator or supervisor may be granted a leave of absence without pay for up to one year for the purpose of engaging in activities of the Association and its affiliates.
3. An allowance of not more than two days per year may be approved by the Superintendent for the observance of a religious holiday by an employee.

The provisions of this Agreement shall become effective July 1, 1969 and shall continue and remain in full force and effect until June 30, 1970.

In Witness Whereof, the parties hereinto set their hand and seals this

_____ day of _____, 1969.

The Association of Administrators and Supervisors of South River, New Jersey

South River Board of Education

CHESTER A. ZDRODOWSKI

PRESIDENT

LEON CHANDO

CHAIRMAN, BOARD-STAFF RELATIONS COMM.

ALFRED E. LOSIEWICZ