

AGREEMENT

Between The

BOARD OF EDUCATION OF THE TOWNSHIP OF SPRINGFIELD

AND

SPRINGFIELD SUPERVISORY ASSOCIATION MEMBERS

Effective: July 1, 2003 through June 30, 2006

TABLE OF CONTENTS

	<u>Page No.</u>
ARTICLE I	RECOGNITION2
ARTICLE II	GRIEVANCE PROCEDURE.....2
ARTICLE III	ASSOCIATION MEMBERS’ RIGHTS AND BENEFITS4
ARTICLE IV	PROFESSIONAL DEVELOPMENT.....5
ARTICLE V	SABBATICAL LEAVE5
ARTICLE VI	ABSENTEE POLICY.....7
ARTICLE VII	INSURANCE.....11
ARTICLE VIII	BOARD’S RIGHTS.....11
ARTICLE IX	ASSOCIATION MEMBER’S WORK YEAR.....11
ARTICLE X	REASSIGNMENT OF ASSOCIATION MEMBERS12
ARTICLE XI	PHYSICAL EXAMINATION.....12
ARTICLE XII	CHILDREN OF STAFF12
ARTICLE XIII	REIMBURSEMENT OF EXPENSES FOR MEALS AND TRAVEL.....13
ARTICLE XIV	SALARIES AND OTHER COMPENSATION13
ARTICLE XV	SUCCESSOR AGREEMENT14
ARTICLE XVI	DURATION.....15

PREAMBLE

WITNESSETH THAT:

WHEREAS, the Board of Education of the Township of Springfield, in the County of Union, New Jersey (the “Board”) and its entire staff are dedicated to the important task of providing the best possible education for the children in its district; and

WHEREAS, satisfactory fulfillment of this responsibility requires a climate of mutual trust and dependability on the part of both the Board and its staff to work together cooperatively, within their respective spheres, as the guardians of the public trust reposed in them respectively.

NOW, THEREFORE, the parties hereto agree as follows:

AGREEMENT

THIS AGREEMENT made this 20th day of December, Two Thousand and Four BY AND BETWEEN THE BOARD AND THE SPRINGFIELD SUPERVISORY ASSOCIATION MEMBERS (the “Association”):

ARTICLE I
RECOGNITION

A. Pursuant to and in accordance with the provisions of the New Jersey Employer-Employee Relations Act; Chapter 123; Public Laws of 1974 (N.J.S.A. 34:13A-1 et seq.) the Board recognizes the Association for the purpose of professional negotiations, as the exclusive representative for all certificated Assistant Principals, Non-Teaching Supervisors, Teaching Supervisors, Supervisor of Guidance, Supervisor of Special Services, and Vice Principal/Athletic Director, under contract with the Board and any new supervisory positions established by the Board. The members of this group shall be referred to as the Association within the framework of this Agreement.

B. It is further understood that the following certificated personnel are specifically excluded from this recognition:

1. Superintendent;
2. Assistant Superintendent for Curriculum & Instruction;
3. Business Administrator/Board Secretary;
4. Principals; and
5. Members and Associate Members of the Springfield Education Association.

ARTICLE II
GRIEVANCE PROCEDURE

A. DEFINITION

1. A “grievance” is a claim by an Association Member, or the Association, based upon the interpretation, application or alleged violation of this Agreement.

2. Non-tenured Association Members shall not be permitted to grieve their non-re-employment.

B. PURPOSE

The purpose of this procedure is to provide the means by which grievances can be appealed and resolved at the earliest level. Proceedings will be kept as informal and confidential as possible.

C. PROCEDURE

1. An Association Member shall, within twenty (20) school days of the known occurrence of the claim, present in writing and promptly discuss the claim orally with his

immediate supervisor with the objective of resolving the matter informally. Failure to do so shall be deemed to constitute an abandonment of the claim.

2. Within five (5) school days after that discussion the immediate supervisor shall issue a written memorandum to the grievant setting forth his/her determination.

3. If a satisfactory settlement is not reached at the informal level, the grievant may present the grievance in writing, within five (5) days after the determination made in Paragraph C.2 above, to the Superintendent of Schools or his designee. The written grievance shall set forth:

- a. The nature of the grievance and remedy requested;
- b. The nature and extent of injury or loss; and
- c. The basis of dissatisfaction with the prior determination.

Failure to follow this procedure shall be deemed to constitute an abandonment of the grievance.

4. The Superintendent's written decision shall be rendered to the grievant within fifteen (15) days after receipt of the written grievance by the Superintendent or his designee.

5. If the grievance is not satisfactorily disposed of in the prior step, then the grievance may be referred by the individual or the Association to the Board within ten (10) days of the completion of the proceedings in the preceding paragraph, or twenty-five (25) days after the grievance was delivered in writing to the Superintendent, whichever is sooner. The submission to the Board shall be in writing and shall include copies of all relevant documents previously considered in the grievance procedure together with a statement explaining the dissatisfaction with those decisions previously rendered. Failure to follow this procedure shall be deemed an abandonment of the grievance. The Board shall, in writing, within thirty (30) days, advise the Association and the individual of its determination and shall forward a copy thereof to the Superintendent.

6. Copies of all written documents referred to in (1) through (5) above shall be submitted to the Board President and the Board Attorney upon the date of their submission to the appropriate personnel as provided herein.

7. The stipulated times referred to in (1) through (5) above shall be considered as outer limits to be strictly followed except where extenuating circumstances occur, in which case the time limits specified may be extended upon the mutual written consent of the parties.

8. If the aggrieved person is not satisfied with the decision of the Board, notice of intention to proceed to mediation shall be given to the Board through the Superintendent within fifteen (15) days after the receipt of the decision which is being appealed. The grievance not resolved by timely resort to the foregoing procedure shall be subject to mediation initiated and conducted under the rules of the New Jersey Public Employee Relations Commission ("PERC").

The mediator selected shall confer with the representatives of the Board and the aggrieved member and/or the member's representative in an attempt to resolve the issue. During this time, the mediator shall be free to offer suggestions and opinions concerning ways to resolve the dispute. The mediator shall establish the procedure and time period.

The mediator shall limit him/herself to the issues submitted concerning alleged violations of the written terms of this Agreement. Alleged statutory violations may be appealed before the appropriate legal forum. Nothing can be added or subtracted from this Agreement between the parties or any policy of the Board.

D. RIGHTS OF ASSOCIATION MEMBERS

Any aggrieved Association Member may be represented at all stages of the grievance procedure by him/herself, or at his/her option, by representative(s) selected or approved by the Association or by legal counsel.

E. MISCELLANEOUS

1. Group Grievance Procedure

The procedures for group grievances shall be the same as procedures for individual grievances.

2. Separate Grievance File

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

3. Continuation of Assignments

Any and all grievants shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

ARTICLE III
ASSOCIATION MEMBERS' RIGHTS AND
BENEFITS

The Board agrees to grant Association Members their right of inspection of their own personnel records and files as provided by PERC laws and decisions thereunder. The Board, in taking official action, is also granted the right to inspect an Association Member's personnel record and files. All of the foregoing is subject to, and as provided in, PERC decisions, State law and decisions of the Commissioner of Education thereunder.

ARTICLE IV
PROFESSIONAL DEVELOPMENT

A. PURPOSE

The program for special grants is a plan designed to help maintain instructional service at the highest level of quality and efficiency for certificated personnel. It is understood that satisfactory service is a prerequisite.

B. ELIGIBILITY

Association Members may apply for grants during each year of employment. Applicants may apply each year to the Superintendent for a non-cumulative grant of a maximum of \$1,580. The calendar year is defined in the same manner as the school budget year of July 1 through June 30.

C. PROCEDURE

1. The applicant must submit to the Superintendent a brief outline of the purpose for which the grant is to be expended. If the proposed program is approved by the Superintendent, it is then brought to the attention of the Board for consideration. The applicant will be notified of the Board's decision as soon as is practical, but, in any case, no later than December 1 for the spring semester and May 1 for the summer or fall semesters.

2. Application for the professional development grants must be submitted to the Superintendent not later than March 1 of the year preceding the one in which the grant is to be expended.

3. Requests for payment of grants shall be submitted on the official form, accompanied by a regular voucher.

4. Tuition fees received through Federal grants, etc., may not be duplicated by utilization of this policy. Tuition grants, subject to the above conditions, may be awarded during sabbatical leave.

D. MEMBERSHIP DUES

The Board shall reimburse Members of the Association for the cost of membership in Principals and Supervisors Association. Members of the Association shall also be reimbursed for the costs of membership in such professional associations selected by the Members as representing the job title and subject related to his/her assignment and approved by the Superintendent or his representative.

ARTICLE V
SABBATICAL LEAVE

A. PURPOSE

The policy of sabbatical leave is a plan designed to help maintain and improve the quality and efficiency of instructional services to the children of the Springfield Public Schools. This privilege is granted to certificated tenured Association Members in order that they may extend their professional competence and thus better serve the School District.

B. APPLICATION

Preliminary application for sabbatical leave shall be made prior to December 15 of the year previous to the year for which the leave of absence is desired. The purpose, date of this application, and length of service will be factors in determining the number of grants within the budgetary limits for that year. The final application must be submitted by February 15. Due consideration shall be given to the reasonable and equitable distribution of the applications among the different schools and departments. The Board shall give notice of the approval for sabbatical leave, or rejection, together with an explanation thereof, no later than April 1 of the year previous to the year for which the leave is requested.

C. CONDITIONS

1. Since the policy for sabbatical leave is solely to promote the more efficient conduct of the schools, no application for such leave shall be recommended by the Superintendent or approved by the Board unless, after considered judgment, the professional competence of the staff member and the general efficiency of the school system will thereby be benefited.

2. During any sabbatical leave, the Association Members shall not engage in any employment for remuneration without the approval of the Superintendent and shall devote the major portion of his/her time and effort toward the purpose of the sabbatical leave

3. As a condition of sabbatical leave, the Association Members shall agree that, if he/she does not continue in service for two years after expiration of the leave of the absence, he/she shall be required to repay the Board a sum of money bearing the same ratio to the amount of salary received while on leave of absence, unless such Association Member is incapacitated, has been discharged without cause or has been released by the Board from this obligation.

4. If the Superintendent has reason to believe that an Association Member on sabbatical leave is not fulfilling the purpose for which the leave of absence was granted, he/she shall report this fact to the Board. The Board may eliminate the leave of absence for non-fulfillment of purpose after giving the Association Member involved the opportunity of a hearing.

5. If an Association Member on sabbatical leave shall ascertain that she is pregnant, she shall immediately report this fact to the Superintendent. The Superintendent shall, after considering her doctor's report, recommend to the Board whether or not the leave shall continue, dependent upon the probability of the successful completion of the sabbatical program. Transfer to maternity leave shall be governed by the maternity leave policy.

D. ELIGIBILITY

1. Any Association Member who has completed seven (7) or more years of satisfactory service in the Springfield Public Schools may, on the recommendation of the Superintendent and the approval of the Board, be granted a leave of absence for one academic year or one-half (1/2) of an academic year, for the purpose of professional improvement through study and research. Such study shall be directly connected with his/her work in the school system. The Association Member's application for a sabbatical shall outline in detail the proposed professional study plan for administrative review.

2. Any Association Member shall be eligible for another sabbatical leave after he/she has had seven (7) additional school years of service in the Springfield district. This time limit may be waived at the discretion of the Board.

E. SALARY

The recipient shall receive, in lieu of salary, a sum equal to two-thirds (2/3) of the salary to which the Association Member would otherwise be entitled if not on leave, less such regular deductions for government income tax, Pension and Annuity Fund, and other deductions as required by law or customary in the School District. Said sum shall be paid in installments in accordance with the general time schedule for payment of salaries to employees in the regular employ of the School District.

F. RETURN

1. An Association Member on sabbatical leave shall notify the Superintendent, in writing, on or before March 1 of that year, of his/her intention to return to duty. Failure to give such information on the part of the Association Member on leave will be interpreted as an indication that such Association Member does not wish to return to the employ of the Board. Every Association Member on sabbatical leave shall present a written report to the Superintendent covering the studies engaged in while on sabbatical leave and the benefits anticipated therefrom. Such report is due prior to August 1 but, in any event, not later than two months after the completion of the sabbatical program. If said report is not timely submitted, the Association Member shall repay to the Board an amount equaling one-half (1/2) of the salary received during the sabbatical leave.

2. Upon satisfactory completion of the sabbatical leave, the Association Member will be returned to service at a salary on the same basis as if he/she had rendered continued and satisfactory service in the school system during the interim.

ARTICLE VI
ABSENTEE POLICY

A. DEFINITION OF TERMS

All reference in this Article to days shall mean teaching or working days.

A day's salary for Association Members shall be defined at 1/220 of the annual salary for 11 month personnel and 1/210 of the annual salary for 10.5 month personnel, in no instance

where a deduction is made from a salary, shall the deduction be greater than the regular wage of the individual for the day involved.

The provisions of each section of this policy operate independently of all other sections.

B. PERSONAL ILLNESS

Sick leave with full pay during any school year shall be granted Association Members of the Board as follows:

1. The sick days allowance for non-tenured Association Members shall be the same as that for tenured Association Members: 20 days.
2. Each year, any unused portion of the first fifteen (15) days leave shall be cumulative without limit.
3. Absences on sick leave shall be charged, first, to the annual allowance of any Association Member until it is fully utilized and, thereafter, to, the accumulated credit.
4. For Association Members who are suffering from an extended illness and are under the continuous care and treatment of an attending physician, sick leave in excess of that provided under (1) and (2) may be allowed subject to Board approval. Up to 20 days time may be allowed for each completed year of service by the Association Member on sick leave and limited to 10 months in any current 10-year period. A deduction equivalent to the substitute teacher salary rate shall be made from such payments.
5. Absence for illness in excess of 5 consecutive days must be certified by the attending physician. In the case of frequent or intermittent illness the Board or Superintendent will require the Association Member to submit a certificate of illness from the attending physician or submit to an examination or examinations by the school physician, or both.
6. Upon written request from an Association Member a written accounting of that Association Member's accumulated sick leave will be provided.

C. ILLNESS IN THE FAMILY

For absence due to a serious illness of anyone, not in the employ of the Association Member, living in the Member's immediate household or a mother, father, or child, full pay for not more than five (5) days in each school year shall be paid the Association Member. For absence due to serious illness of a child who is not living in the household of an Association Member, full pay for not more than three (3) days in each school year shall be paid the Association Member. Days needed for this purpose will be deducted from the accumulated sick leave allowance which is in excess of that which is stipulated as mandatory by New Jersey State Law. Such absence shall be approved by the Superintendent. If there is no such accumulation of sick leave, such pay shall be subject to the deduction of salary paid a substitute.

D. DEATH

1. Absences because of death in the Association Member's immediate household or the Association Member's spouse, children, parents, grandparents, grandchildren, brothers and sisters, including father-in-law and mother-in-law, shall be allowed with full pay for a period not exceeding five (5) days in each such case.

2. Absences due to death of any other family member will be permitted with full pay for the day of the funeral.

E. PROFESSIONAL BUSINESS

1. Leave of absence with pay may be granted for school business if application is made in writing five (5) days in advance and approved by the Superintendent.

F. PERSONAL BUSINESS

An Association Member will be granted, if needed, two (2) personal business days per year, which shall be with full pay, to accomplish legitimate business requirements that cannot be attended to on other than the normal workday. The Superintendent shall be notified three (3) days in advance, in writing, of the reason stated, unless an unforeseen emergency arises, in which case the three (3) day advance requirement may be relaxed at the discretion of the Superintendent. A personal business day shall not be granted for a day preceding or the day following holidays or vacations and the first and last day of the school year, except by special approval from the Superintendent.

Unused personal days will be accumulated as additional sick leave days; however, in no event shall more than fifteen (15) days be accumulated in any school year.

G. MATERNITY LEAVE

1. Notification

An Association Member shall notify the Superintendent of her intent to take a maternity leave of absence, no later than sixty (60) calendar days prior to the date on which she intends to leave. Such notification will be accompanied by a written statement from her doctor. The leave

of absence shall begin on the date stipulated by the Association Member, subject to her continued ability to perform all professional responsibilities, as determined by her doctor.

2. At the time an Association Member applies for said leave, she shall also submit the date on which she expects to return to employment. The leave for a tenured Association Member may extend up to one (1) year following the birth of the child, plus as much time as may be required for her to return on the next succeeding September 1. For a non-tenured Association Member, the leave may not extend beyond the end of her contract period. The Board will grant such a leave of absence without pay, except as provided in paragraph (3) below. The Association Member may return to her position prior to the expected date of return upon sixty (60) calendar days advance written notice to the Superintendent.

3. Period of Disability

Under normal conditions, pregnancy shall be deemed to be a temporary disability during the four (4) weeks immediately preceding the expected birth of the child and the four (4) weeks following the termination of the pregnancy. For this period of disability the Association Member may elect to use her accumulated sick leave up to a maximum of eight (8) weeks.

H. CHILD ADOPTION

Any Association Member adopting a child shall be eligible to receive leave similar to maternity leave. Any Association Member planning adoption should notify the Superintendent upon submitting legal application for adoption. Said leave shall commence upon his/her receiving de facto custody of said child or earlier, if necessary to fulfill the requirements for adoption.

I. JUDICIAL PROCEEDINGS

Absences from school by reason of a subpoena by any court shall be allowed with full pay, provided a copy of the subpoena is shown to the Superintendent. If an Association Member is a party to a suit and is required to appear in court, absence from school shall be with pay less deductions for substitutes for a maximum of five (5) days.

J. QUARANTINE IN CASE OF CONTAGIOUS DISEASES

1. When a quarantine is not because of personal illness, the Association Member shall be allowed full pay, provided the certificate is filed with the Superintendent.

2. When the quarantine is because of personal illness, Section (B) of this Article shall control.

K. OPTIONAL LEAVE

On the recommendation of the Superintendent, absence in excess of that referred to in Sections (F) through (J) may be reviewed by the Board for special consideration, but there shall be no deviation from these rules except by vote of the Board.

ARTICLE VII
INSURANCE

A. It is clearly understood by all parties that the current health, dental, and prescription coverage currently in effect and provided to members of the Springfield Education Association will remain in effect for the duration of this contract.

ARTICLE VIII
BOARD'S RIGHTS

A. The Board, on its own behalf and on behalf of the citizens of Springfield, Union County, New Jersey, hereby retains and reserves unto itself without limitation all powers, rights, authorities, duties, and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and the Constitution of the State of New Jersey and of the United States.

B. The exercise of the foregoing rights, powers, authority, duties, and responsibilities of the Board, the adoption of policy, rules, regulations, and practices and furtherance thereof and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms hereof and in conformance with the Constitution and Laws of the State of New Jersey and of the United States and the decisions of the Commissioner of Education.

ARTICLE IX
ASSOCIATION MEMBER'S WORK YEAR

A. The following Association Members are considered 10.5 month employees: Teaching Supervisors.

B. The following Association Members are considered 11 month employees: Assistant Principals, Non-Teaching Supervisors, Supervisor of Guidance, Supervisor of Special Services, and Vice Principal/Athletic Director.

C. The work year for the Association Members referred to in (A) above shall be based on the school calendar approved by the Board and shall include five (5) days following June 30 and five (5) days before September 1 unless otherwise requested by the Member and approved by the Superintendent.

D. The work year for the Association Members referred to in (B) above shall be based on the school calendar approved by the Board and shall include twenty (20) days between July 1 and September 1 (i.e. ten (10) in July and ten (10) preceding September 1) unless otherwise requested by the Member and approved by the Superintendent.

E. The Association Members shall be entitled to the school holidays and vacation periods as declared in the school calendar approved by the Board; all other days shall be deemed work days.

ARTICLE X
REASSIGNMENT OF ASSOCIATION MEMBERS

A. Administrative vacancies shall be advertised in all school offices for at least a period of ten (10) calendar days in order to permit application for transfer, reassignment or promotion of present Association Members. During vacation periods, such notices shall be mailed to the President of the Association.

B. Should a vacancy occur, an Association Member may request such transfer based on good cause and providing he or she qualifies in regard to certification. Such a request shall be made to the Superintendent, but the Board shall have complete discretion in filling said vacancy.

C. It is the Board's intent to have Teaching Supervisors teach at least one class per day but to limit the teaching assignment to three classes a day. Should the need arise for additional teaching assignments above the three class limit, it would only be for one school year without remuneration. A consecutive year of more than three classes being assigned will require the opening of contract negotiations to determine appropriate remuneration.

D. It is the Board's intent to have Teaching Supervisors responsible for one subject area. Should a Teaching Supervisor be asked to assume greater responsibilities, it will require the opening of contract negotiations to determine appropriate remuneration.

ARTICLE XI
PHYSICAL EXAMINATION

The Board shall provide; at no cost to the Association Member, one (1) complete physical examination for each twelve (12) month period of this Agreement and the Association Member will submit himself/herself to such physical examination, the results of which shall be made available to both Board and the Association Member. This examination will be conducted by medical personnel of the Association Member's choice and the Board will reimburse the Association Member for said physical for the amount of the bill in excess of medical insurance reimbursement. Said reimbursement will not exceed \$300 of the outstanding balance not covered by the Association Member's medical insurance. In the event this medical examination is conducted by medical personnel of the Board's choosing, said medical fees will be paid by the School District.

ARTICLE XII
CHILDREN OF STAFF

Children of Association Members who live out of the School District may attend the Springfield Public Schools at the tuition rate set by the Board annually provided that the children receive only in-district services in a placement within the district public schools, at the Superintendent's discretion.

ARTICLE XIII
REIMBURSEMENT OF EXPENSES FOR MEALS
AND TRAVEL

Additionally, the Board shall reimburse Association Members for meals and travel relating to the Association Members' official and professional functions and duties. Association Members' expenses herein shall be limited to \$250/year.

ARTICLE XIV
SALARIES AND OTHER COMPENSATION

A. SALARY GUIDE

The salaries for all Members of the Association are set forth in Schedules A, B and C which are attached.

The salary decision for new Members of the Association is subject to agreement between the candidate and the Superintendent and approved by the Board.

B. UNUSED SICK DAYS

1. An Association Member who retires pursuant to N.J.T.P.A.F. shall be paid for accumulated unused sick days, at the rate of:

- 2003/2004 \$78.00/day to the maximum of \$7,800.00
- 2004/2005 \$81.00/day to the maximum of \$8,112.00
- 2005/2006 \$84.00/day to the maximum of \$8,436.00

2. If an Association Member dies prior to retirement, his/her estate shall receive the above payment.

3. An Association member who notifies the Board in writing by February 1, 2005 of his/her intention to retire by June 30, 2005 shall be paid a per diem rate for accumulated unused sick days based upon his/her current salary up to a maximum payment equal to 29% of his/her annual salary. Said payment shall be paid in three equal installments on September 1, beginning September 1, 2005.

4. For purposes of calculating the per diem rate of (3) above, the salary shall be divided by 210 for the ten and one half (10 ½) month personnel and 220 for the eleven (11) month personnel.

C. DOCTORATE

1. Members of the Association with an earned doctorate on the date of execution of this Agreement will receive \$5,000 per year in addition to their salary as shown in (D) below.

All other Members of the Association with an earned doctorate will receive \$2,500 per year in addition to their salary as shown in (D) below.

D. SALARY SCHEDULE

1. Stipends

a. **Teaching Supervisors shall receive a stipend as follows:**

- o 2003/2004 \$7,500.00
- o 2004/2005 \$7,600.00
- o 2005/2006 \$7,700.00

b. **The Supervisor of Guidance and the Supervisor of Special Services shall receive a stipend as follows:**

- o 2003/2004 \$7,500.00
- o 2004/2005 \$7,600.00
- o 2005/2006 \$7,700.00

c. **Non-teaching Supervisors shall receive a stipend as follows:**

- 2003/2004 \$0.00
- 2004/2005 \$7,600.00
- 2005/2006 \$7,700.00

1. Salaries

The salaries of the Association Members for each year of this Agreement shall be as set forth in Appendix A.

2. Longevity

Any Association Member covered by this contract who has served the required years as an Association Member will be eligible for longevity pay if not already receiving an annuity.

- 5 years - \$500
- 10 years - \$1,000

ARTICLE XV
SUCCESSOR AGREEMENT

A. MEETINGS

The Board and the Association agree to commence collective negotiations in accordance with Public Employment Relations Commission rules and regulations. Both parties agree to meet at reasonable times and to negotiate in good faith.

B. REPRESENTATIVES

The Board and the Association agree that their respective representatives shall be given full authority to negotiate, but any agreement reached shall be subject to ratification by the respective bodies.

C. MODIFICATION

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE XVI
DURATION

This Agreement shall be effective July 1, 2003 and shall continue in effect until June 30, 2006 when it shall expire unless an extension is agreed to by both parties and expressed in writing prior to that date. Anything herein to the contrary notwithstanding, the terms of the within contract shall be subject to renegotiation for the school year 2006-2007.

EXECUTION

IN WITNESS WHEREOF, the parties hereto have hereunto caused these presents to be signed by their proper corporate officers the day and year first above-mentioned.

ATTEST:

BOARD OF EDUCATION OF THE
TOWNSHIP OF SPRINGFIELD,
COUNTY OF UNION

SECRETARY

BY _____
PRESIDENT

ATTEST:

SPRINGFIELD SUPERVISORY
ASSOCIATION

SECRETARY

BY _____
PRESIDENT

APPENDIX A

Staff Member	<u>2003 – 04</u>	<u>2004 – 05</u>	<u>2005 – 06</u>
Ahrens, Allison	\$89,260	\$92,532	\$100,688
Falzarano, Peter	\$103,899	\$103,899	---
Vaccarino, Leslie	\$86,971	\$90,159	\$98,106
Gray, Pamela	\$103,899	---	---
LoRicco, Michael	\$88,315	\$91,583	\$95,063
Hung, Susie	\$88,315	\$91,583	\$95,063
Gula, Tom	\$72,706	\$75,371	\$78,286
Jones, Karen	\$58,024	\$60,847	\$63,718
Scott-Jonach, Laurie	\$58,976	\$61,847	\$64,764
Winland, Darryl	\$77,212	\$80,043	\$83,139
Motto, Erica	---	\$55,702	\$58,330