

AGREEMENT

between

READINGTON TOWNSHIP BOARD OF EDUCATION

and

READINGTON TOWNSHIP ADMINISTRATORS' ASSOCIATION

JULY 1, 2008 through JUNE 30, 2011

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PREAMBLE

This agreement is entered into this first day of July, 2008, by and between the Board of Education of Readington Township, New Jersey, hereinafter called the "Board", and the Readington Township Administrators' Association, hereinafter called the "Association". The Board and the Association, in consideration of the promises herein contained, hereby enter into this agreement for a term commencing July 1, 2008, and ending June 30, 2011.

ARTICLE I
RECOGNITION

In accordance with N.J.S.A. 34:13A et seq., the Board hereby recognizes the Association as the exclusive representative for collective negotiations for the school district's administrative and supervisory personnel employed within the following titles:

1. Principal
2. Assistant Principal
3. Director
4. Supervisor

The Association represents a negotiating unit whose membership has similar interests and responsibilities. The word "administrator" appearing in this contract designates the personnel employed in the above positions.

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ARTICLE II
NEGOTIATION PROCEDURE

- 3 A. The parties agree to enter into collective negotiations over a successor Agreement
4 in accordance with Chapter 123, Public Laws 1974, in a good faith effort to reach
5 agreement on all matters concerning the terms and conditions of employment. Such
6 negotiations shall begin not later than the date required by law. Any Agreement so
7 negotiated shall apply to all personnel recognized in Article I, be reduced to writing
8 and, after ratification by the Board and the Association, be signed by the Board and
9 the Association.
- 10 B. During negotiations, the Board and the Association shall present relevant data,
11 discuss issues, exchange points of view, and make proposals and counter
12 proposals. The Board shall provide for inspection, upon reasonable request, such
13 pertinent information regarding terms and conditions of employment and benefits as
14 is in the public domain.
- 15 C. Neither party in any negotiation shall have any control over the selection of the
16 negotiating representatives of the other party.
- 17 D. This Agreement incorporates the entire understanding of the parties on all matters
18 which were or could have been the subject of negotiation. During the term of this
19 Agreement, neither party shall be required to negotiate with respect to any such
20 matter, whether or not covered by this Agreement, and whether or not within the
21 knowledge or contemplation of either or both of the parties at the time they
22 negotiated or executed this Agreement.
- 23 E. The Board agrees not to negotiate concerning said administrators in the negotiating
24 unit as defined in Article I of this Agreement with any organization other than the

1 Association for the duration of this Agreement, unless the legally designated
2 negotiations representative has been changed.

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

5 **ARTICLE III**
6 **GRIEVANCE PROCEDURE**

7 A. Purpose.

8 1. The purpose of this procedure is to secure, at the lowest possible level, an
9 equitable solution to grievances which may arise affecting the terms and
10 conditions of this Agreement, and to resolve such grievances as quickly as
11 possible so as to assure efficiency and administrator morale. The parties
12 agree that this procedure will be kept as informal as may be appropriate.

13 2. Nothing contained herein shall be construed as limiting the right of any
14 administrator having a grievance to discuss the matter informally with any
15 appropriate member of the Administration and having the grievance adjusted
16 without intervention of the Association.

17 B. Definition.

18 1. The term "grievance" shall refer to an allegation by an administrator, with
19 representation, that there has been a misinterpretation, violation, or
20 misapplication of Board policy, this Agreement, or an administrative decision.

21 2. An "aggrieved person" is the person or persons making the claim that a
22 grievance has occurred relating to his/her terms and conditions of
23 employment as set forth in this Agreement. The term "grievance" and the
24 procedure relative thereto, shall not be deemed applicable if either the alleged

1 misinterpretation, violation, or misapplication of this Agreement, or the
2 redress sought concerns:

- 3 a. The failure or refusal of the Board to renew the contract of a non-
4 tenured administrator or to exercise the severance provision of any
5 individual employment contract;
- 6 b. Any matter wherein a specific method of review is set forth by law, rule,
7 regulation, Order of the State Commissioner of Education, or by the
8 State Board of Education;
- 9 c. Any complaint by any personnel occasioned by the non-renewal in any
10 position for which tenure is either not possible or not required.

11 C. Procedure.

12 1. Time Limits. Since it is important that grievances be processed as rapidly as
13 possible, the number of days indicated at each level should be considered as
14 a maximum, and every effort should be made to expedite the process. The
15 time limit specified may, however, be extended by mutual agreement.

16 2. Sequence of Levels for Resolving Grievances.

- 17 a. Level One. Any administrator having a grievance shall, within ten (10)
18 work days of the occurrence thereof or from when the administrator
19 could reasonably have been expected to have knowledge of the
20 occurrence, submit said grievance in writing to the Superintendent and
21 shall meet with the Superintendent in an effort to resolve the matter.
- 22 b. Level Two. If the aggrieved person is not satisfied with the disposition
23 of his/her grievance at Level One, or if no decision has been rendered

1 within ten (10) work days after the grievance was delivered to the
2 Superintendent, he/she may, within ten (10) work days after a decision
3 by the Superintendent, or twenty (20) work days after the grievance
4 was submitted to the Superintendent, whichever is sooner, submit the
5 grievance to the Board of Education.

- 6 c. Level Three. If the aggrieved person is not satisfied with the disposition
7 of the grievance at Level Two, or if no decision has been rendered
8 within thirty (30) work days after the grievance was delivered to the
9 Board, the Association may, within ten (10) work days of the Board's
10 decision, or forty (40) work days from the date on which the grievance
11 was submitted to the Board, whichever is sooner, submit the grievance
12 to binding arbitration if the grievance alleges a violation of the specific
13 and express written terms of the Labor Agreement as defined in
14 Section B.1 of this Article. On all other grievances, the decision of the
15 Board will be final.

16 3. Procedure for Invoking Arbitration.

- 17 a. The demand for a list of arbitrators shall be made to the Public
18 Employment Relations Commission in accordance with its rules and
19 regulations.
- 20 b. The arbitrator shall be limited to the facts as presented to him/her in
21 rendering his/her decision. He/she shall not have the authority to add
22 to, modify, or detract from the specific and express terms of the
23 Agreement. His/her decision shall be binding.

1 c. The costs for the services of the arbitrator, including per diem
2 expenses, if any, and actual and necessary travel, subsistence
3 expenses, and the costs of the hearing room, if any, shall be borne by
4 the party who loses the grievance. Any other expenses incurred shall
5 be paid by the party incurring same.

6 D. Rights of Employees to Representation.

7 1. Any aggrieved person may be accompanied at all stages, including Level One
8 of the grievance procedure, by his/her representative. The Association shall
9 have the right to be present and to state its views at all stages of the
10 grievance procedure.

11 2. Any participant in the grievance process shall be assured freedom from
12 restraint, interference, coercion, discrimination, or reprisal by reason of such
13 participation.

14 E. Miscellaneous.

15 1. If, in the judgment of the Association, a grievance affects a group or class of
16 administrators, the Association may initiate such grievance by submitting it in
17 writing to the Superintendent of Schools directly, and the processing of such
18 grievance shall be commenced at Level One. This grievance shall be signed
19 by at least one of the administrators who claims to be an aggrieved person.

20 2. Forms for filing grievances, serving notices, making appeals, making reports
21 and recommendations, and other necessary documents shall be prepared
22 jointly by the Superintendent and the Association and given appropriate
23 distribution so as to facilitate operation of the grievance procedure.

- 1 alleged violation shall be brought to the appropriate agency (state or federal) for
2 review.
- 3 C. If any provision of this Agreement or any application of this Agreement to any
4 administrator or group of administrators is held to be contrary to law, then such
5 provision or application shall not be deemed valid and subsisting, except to the
6 extent permitted by law, but all other provisions or applications shall continue in full
7 force and effect.
- 8 D. Nothing contained herein shall be construed to deny or restrict the Board of its
9 rights, responsibilities and authority under N.J.S.A. 18A, School Laws of New
10 Jersey, or any other national, state, county, district, or local laws or regulations as
11 they pertain to education.
- 12 E. The Board, on its own behalf, on behalf of the citizens of the Township of
13 Readington, New Jersey, subject to the limitations of this Agreement, hereby retains
14 and reserves unto itself all powers, rights, authorities, duties and responsibilities
15 conferred upon and vested in it by the laws and the Constitution of State of New
16 Jersey and of the United States of America:
- 17 1. to approve what is considered to be the school program or curriculum;
18 2. to introduce or modify co-curricular activities or other special school
19 programs;
20 3. to approve textbooks;
21 4. to approve the types and amounts of instructional materials and equipment to
22 be available;
23 5. to set policy for grade placement, promotion, and retention of pupils;

1 ARTICLE VIII
2 WORK YEAR

3 Vacations.

4 A. Each administrator will work a 12-month year and shall be granted 22 vacation days
5 annually at a time approved by the immediate supervisor (if appropriate) and the
6 Superintendent. Each administrator will earn 1.8 days per month.

7 B. Vacation can be taken at any time during the contract year with the approval of the
8 Superintendent.

9 C. If, at separation of employment, an administrator has exceeded the number of
10 earned vacation days, he/she shall compensate the Board for all unearned vacation
11 days at a per diem rate of 1/240 of the administrator's current salary.

12 D. The administrator shall attempt to schedule his/her vacation days so as to minimize
13 interference with his/her primary responsibilities.

14 E. Administrators may accumulate unused vacation time from one year to the next;
15 however, the total number of accumulated days may not exceed forty-five (45) as of
16 August 31 of any contract year. If on July 1 of any year, the total number of
17 accumulated vacation days exceeds 45, excess days must be used prior to August
18 31.

19 F. Upon separation of employment from the district, an administrator or his/her estate
20 shall be compensated for cumulative earned vacation days to a maximum of 45 days
21 at a rate of 1/240th of his/her current salary per day.

22 G. The administrator shall complete and forward to the Superintendent all required
23 documentation for vacation day requests in accordance with Board policy. The

1 Board Secretary shall be responsible for maintaining the records of the
2 administrator's earned and accrued vacation days.

3 Holidays.

- 4 A. Each full-time administrator shall receive eleven (11) paid holidays. If not taken in
5 accordance with the district's scheduled holidays, each administrator shall be
6 entitled to the equivalent number of days as "floating holidays" in lieu of any financial
7 remuneration.
- 8 B. Requests for floating holidays shall be made in accordance with procedures for
9 regular vacation day requests.
- 10 C. All requests shall be reviewed by the Superintendent and granted in accordance with
11 the best interests of the District's operation in mind.
- 12 D. Floating holidays must be taken within the contract year, July 1 to June 30.
- 13 E. A list describing the paid holidays will be distributed to the administrators by the
14 Superintendent before each contract year.
- 15 F. Administrators shall receive Winter Recess as defined by the Readington Township
16 School District's school calendar.
- 17 G. If the district's schools are closed for reasons of safety, such as weather conditions,
18 then the district's schools are closed for administrators.
- 19 H. The Board of Education acknowledges and supports efforts by the Superintendent of
20 Schools to develop innovative nontraditional scheduling accommodations which do
21 not interfere with the orderly operation of the school district. Neither the creation nor
22 implementation of any such schedules shall be subject to the Grievance Procedure

1 contained within this Agreement and shall be subject to the discretion of the
2 Superintendent.

3 **ARTICLE IX**
4 **LEAVES OF ABSENCE**

5 A. Sick Leave.

6 Each administrator shall be entitled to one sick day per month. Sick days can be
7 taken each contract year as of the first official day of said contract year, whether or
8 not he/she reports for duty on that day. Unused sick leave days shall be
9 accumulated from year to year with no maximum limit. The Board Secretary shall
10 be responsible for maintaining the records of the administrator's earned and accrued
11 sick days.

12 1. Eligibility. All benefits of this provision shall be paid to the administrator upon
13 their retirement or to his/her estate upon their death.

14 2. Payment for accumulated unused sick days shall be reimbursed as follows:

15 *Effective through and including June 30, 2007:*

16 1 - 150 days: per diem rate of \$60

17 each day over 150 days: per diem rate of \$70

18 *Effective July 1, 2007 and thereafter:*

19 1-100 days: per diem rate of \$75

20 3. The maximum lump sum payable to any administrator upon his/her retirement
21 or death is \$7,500. However, an administrator who was eligible to receive
22 payment in excess of \$7,500 as of June 30, 2007 shall continue to be eligible
23 to receive up to the amount earned as of June 30, 2007 upon his/her
24 retirement at the per diem rate in effect on June 30, 2007.

1 B. Short-Term Leave.

2 The following leaves of absence may be granted to all administrators:

3 1. Emergency leave, up to a maximum of four (4) work days per contract year,
4 because of serious illness or accident in the immediate family.

5 2. Bereavement leave, up to a maximum of five (5) work days per death per
6 contract year, if necessary, because of a death in the immediate family.

7 3. Immediate family is defined as the administrator's spouse, child, step-child,
8 grand-child, parent, stepparent, sibling, grandparent, aunt, uncle, son-in-law,
9 daughter-in-law, mother-in-law, father-in-law, or person living with the
10 administrator in a spousal relationship.

11 4. Personal Leave.

12 a. Each administrator shall be granted three (3) work days leave from
13 his/her duties for personal reasons for each contract year. The
14 administrator shall give notice to the Superintendent at least three (3)
15 work days before such leave is taken, except in the case of an
16 emergency. The administrator has only to say that he/she is going to
17 take such leave and state the specific day(s).

18 b. Any personal day unused by the end of the school year shall be added
19 to the administrator's accumulated sick leave bank.

20 C. Extended Leave of Absence.

21 Whenever applicable, all extended leaves under this article shall be counted and run
22 concurrently with leave available for the same circumstances under federal and state
23 statutes.

1 Employees requesting extended leaves shall be informed of their eligibility for leave
2 under law and this Agreement.

3 1. Child-Care Leave.

4 a. Child-care leave shall be available to tenured Administrators only,
5 upon the birth or adoption of a child. Time spent on child-care leave
6 shall count concurrently as leave available under federal and state
7 laws.

8 b. A tenured administrator requesting child-care leave shall provide no
9 less than sixty (60) calendar days written notice to the Board before
10 the anticipated delivery date when requesting child-care leave. In case
11 of adoption, the administrator shall provide written notification to the
12 Board when application for the adoption is made and shall file their
13 written request for a specific leave period as soon as the administrator
14 is notified of the date of custody.

15 c. Contractual child-care leave shall commence upon the termination of
16 disability leave or at the beginning of a scheduled marking period
17 immediately preceding the anticipated birth or adoption date, or at the
18 end of any family leave.

19 d. Child-care leave shall end on the last day of the school year in which
20 the leave commenced.

21 e. A tenured administrator eligible for child-care leave may choose to
22 return from a child-care leave either at the beginning of a school year
23 or on the first day of the third marking period.

1 f. A tenured administrator eligible for child-care leave may apply for an
2 extended child-care leave of up to one additional school year.
3 Applications for an extended child-care leave shall be filed by April 1st
4 immediately preceding the July in which the leave is to commence.
5 Only one year of extended child-care leave shall be granted per
6 eligible tenured administrator in any three-year period who was actively
7 employed for the full three years.

8 2. Disability Leave.

9 An employee who anticipates a disability shall, if possible, notify the Board at
10 least ninety (90) days prior to the anticipated commencement of the disability
11 or as soon as the employee knows of it. In the case of pregnancy, the
12 employee shall inform their immediate supervisor of the anticipated delivery
13 date.

14 D. Other Leave.

15 Other leaves of absence, for hitherto unspecified reasons, may be granted by the
16 Board upon the recommendation of the Superintendent.

17 E. Leave Procedures.

- 18 1. All requests for initial leaves of absence and extensions or renewals of leaves
19 of absence shall be applied for in writing as soon as possible.
20 2. Upon recommendation of the Superintendent and approval of the Board,
21 additional leave may be granted.

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2 **ARTICLE X**
HEALTH INSURANCE

- 3 A. Effective July 1, 2008, the Board shall pay one hundred percent (100%) of the
4 premium cost for all employees and their dependents for health benefits in
5 accordance with the New Jersey School Employees Health Benefits Plan.
- 6 B. The Board shall pay one-hundred percent (100%) of the premium cost of dental
7 coverage for the administrator and his/her dependent(s) in accordance with the level
8 of benefits provided by the Board on June 30, 2001.
- 9 C. Effective July 1, 2008, prescription drug claims shall be eligible for reimbursement
10 under the New Jersey School Employees Health Benefits Plan.
- 11 D. The Board shall maintain and bear the administrative costs of a Section 125 plan
12 pursuant to which administrators would be entitled to contribute pre-tax dollars for
13 health care premium payments, unreimbursed medical expenses, and
14 child/eldercare reimbursement.
- 15 E. Administrators shall be permitted to purchase disability insurance at their sole and
16 absolute cost with appropriate payroll deductions, provided that a disability plan is
17 offered by the Board to any other District employees.

18 **ARTICLE XI**
19 **PROFESSIONAL GROWTH**

- 20 A. The Board encourages the continuing professional growth of the administrators
21 through their participation in the following:
- 22 1. The operations, programs and other activities conducted or sponsored by
23 local, state, and national school administrator associations.
- 24 2. Seminars and courses offered by public or private educational institutions.

- 1 3. Informational meetings with other persons whose particular skills or
2 backgrounds would serve to improve the capacity of the administrator in
3 performing his/her professional responsibilities for the Board.
- 4 4. Visits to other institutions.
- 5 5. Other activities promoting the professional growth of the administrator.
- 6 B. Each administrator shall prepare a proposed annual Professional improvement Plan
7 (PIP). The PIP shall contain information on specific professional developmental
8 activities that the administrator feels will be beneficial to him/her in the performance
9 of his/her job. The PIP shall include a description of activities with estimates of the
10 time commitment required and the costs associated with the activities, including
11 registration, travel, lodging and food expenses. Each proposed PIP shall be subject
12 to review, modification, and approval by the Superintendent. The Board shall permit
13 a reasonable amount of professional time for the administrator for such activities as
14 are approved in the PIP, subject to the following conditions:
- 15 1. Prior written notice to and approval by the Superintendent shall be required
16 for each activity.
- 17 2. Professional time shall not be taken to the extent it interferes with the
18 administrator's primary job-related responsibilities.
- 19 C. The Board agrees to reimburse the administrator for reasonable expenses incurred
20 in connection with professional activities contained within the PIP up to the budgeted
21 level. It shall be the administrator's responsibility to keep written records and
22 receipts of all expenditures and to keep all such expenditures within budgeted
23 amounts.

1 D. Professional time shall be considered working time, in that, no deduction from
2 salary, vacation time, or personal leave time shall be made for attendance or
3 participation in activities meeting the criteria above. No professional time may be
4 taken, however, for attendance or participation in activities for which the
5 administrator is compensated by an outside organization, unless approved in
6 advance by and subject to such conditions as the Board may set.

7 E. Tuition Reimbursement.

8 As part of its professional development program, the Board shall reimburse the
9 administrator for registration fees, tuition expenses, and textbooks for graduate
10 school course work as it directly relates to his/her employment and in accordance
11 with procedures outlined below.

12 In our rapidly changing society, administrators must constantly review curricular
13 content, teaching methods and materials, educational philosophy and goals, social
14 changes, and other topics related to education. The Board recognizes that it shares
15 with its teaching and administrative staff responsibility for the updating of an
16 administrator's knowledge and skills. The Board and the Association support the
17 principles of the continual training of administrators and the improvement of
18 instruction. To work towards the ends stated above, the Board agrees to implement
19 the following:

- 20 1. All courses must have prior approval of the Superintendent.
- 21 2. Payment of per credit tuition costs will be at the actual tuition rate for
22 graduate-level courses. (Other student fees are not included.)
- 23 3. Any reimbursement shall be contingent upon receipt of a grade of B or better.

- 1 4. The maximum number of credits eligible for reimbursement is eighteen (18)
2 per contract year per administrator.
- 3 5. Administrators will be reimbursed for the cost of textbooks, to a maximum of
4 one hundred dollars (\$100) per approved course, upon submitting receipts.
- 5 6. The total cost to the Board for "tuition reimbursement" expenses as described
6 within the provisions described above shall not exceed \$20,000 in any
7 contract year, with a maximum reimbursement to any administrator of \$2,200,
8 unless there is a surplus in the tuition reimbursement account. If a surplus
9 exists in the tuition reimbursement account, then eligible administrators will be
10 entitled to additional reimbursements on a pro-rata basis, but in no event shall
11 the additional reimbursements per individual administrator exceed \$11,100 in
12 the 2008-2009 school year, and \$11,400 in the 2009-2010 school year, and
13 \$11,400 in the 2010-2011 school year.
- 14 7. An administrator who is enrolled in a non-traditional doctorate program may
15 be reimbursed at the actual tuition rate for courses taken within the doctorate
16 program. (Other student fees are not included.)
- 17 8. The administrator must have been employed by the Board for a minimum of
18 one (1) year prior to becoming eligible for tuition reimbursement, except when
19 an administrator, who is already enrolled and matriculated in a doctoral
20 program that otherwise, meets the requirements of this Article, commences
21 employment with the Board. This exception shall also apply to a teacher
22 currently employed by the Board who receives a promotional transfer to an
23 administrator position and who, at the time of the transfer, is already enrolled

1 and matriculated in a doctoral program that otherwise meets the requirements
2 of this Article.

3 9. Any administrator receiving tuition reimbursement from the Board must serve
4 a minimum of two (2) years in the District after completing his/her coursework.
5 In the event that the administrator fails to serve a minimum of two (2) years in
6 the District after completing his/her coursework, he/she shall be subject to
7 repayment of 100% of reimbursed tuition if he/she leaves the District in the
8 first year following reimbursement (pro-rated on a monthly basis) and 50% of
9 the reimbursed tuition if he/she leaves in the second year following
10 reimbursement (pro-rated on a monthly basis). Should it be necessary to
11 initiate a lawsuit to recover any reimbursed tuition under this Paragraph, the
12 Board will also seek collection costs, including attorney's fees and costs of
13 suit. This return of service obligation shall not apply in cases of termination of
14 employment by action of the Board, disability retirement with the Teachers'
15 Pension and Annuity Fund or death.

16 F. Professional Day(s). The Superintendent may grant to an administrator professional
17 day(s) each contract year to attend meetings, workshops, or other such events that
18 will contribute to the administrator's professional growth and related district goals.

19 **ARTICLE XII**
20 **PROFESSIONAL DUES**

21 A. The Board shall pay the administrator's membership fees in professional
22 organizations, at the discretion of and recommendation by the Superintendent, in an
23 amount not to exceed \$1,200 per contract year. Memberships shall be in such

1 organizations which the administrator deems necessary to maintain and/or improve
2 his/her professional skills.

3 B. Each administrator will forward to the Superintendent, for his/her approval, on or
4 before September 1 of each school year, a listing of organizations he/she wishes to
5 join. Approval requests will then be submitted to the Board for approval of payment.
6 Additional requests during the year may be submitted to the Superintendent for
7 approval on a case by case basis.

8 **ARTICLE XIII**
9 **SALARY INCREASES**

10 Salary increases/settlement rates shall be as follows:

11 A. 2008-2009: 4.25% increase in the 2007-2008 salary base for all nine (9) unit
12 members. Salaries shall be as set forth in Appendix A.

13 B. 2009-2010: 4.25% increase in the 2008-2009 salary base for all nine (9) unit
14 members. Salaries shall be as set forth in Appendix A.

15 C. 2010-2011. 4.25% increase in the 2009-2010 salary base for all nine (9) unit
16 members. Salaries shall be set forth in Appendix A.

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DURATION

2 This agreement shall be effective as of July 1, 2008, and shall continue in effect until
3 June 30, 2011, or until a successor agreement has been property negotiated.

4 **IN WITNESS WHEREOF**, the parties hereto have caused this Agreement to be signed by
5 their respective presidents on the day and year above written.

**READINGTON TOWNSHIP
ADMINISTRATORS' ASSOCIATION**

**READINGTON TOWNSHIP
BOARD OF EDUCATION**

BY: Ann De Rosa
Ann DeRosa, President

BY: Deborah Labbadia
Deborah Labbadia, President

BY: Alina Kocot
Alina Kocot, Secretary

BY: Steffi-Jo DeCasas
Steffi-Jo DeCasas, Secretary

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APPENDIX A

Salary Compensation – Distribution

<u>Administrator/Position</u>	<u>-2008- 2009</u>	<u>-2009 2010</u>	<u>2010 2011</u>
Alina Kocot/Director (Pupil Services)	131,597	136,939	142,759
Catherine Hollinger/Principal (RMS)	120,563	125,479	130,812
Ann DeRosa/Principal (WHS)	111,302	115,861	120,785
Kristin Higgins/Principal (TBS)	106,564	110,941	115,656
Alfonso Llano/Principal (HBS)	106,564	110,941	115,656
MaryJean DiRoberto/Supervisor (Humanities)	108,108	112,543	117,326
Staci Beegle/Supervisor (Pupil Services)	94,157	98,524	102,711
Matthew Hall/Supervisor (Math/Science/Tech.)	94,157	98,524	102,711
Samantha Wilkinson/Vice Principal (RMS)	87,362	91,434	95,320

4 **NOTES:**

5 The administrator enrolled in the Traditional Plan as of June 30, 2008, shall receive a
6 bonus payment, in addition to his/her base salary as set forth in Appendix A, of \$1,000 per
7 year in the 2008-2009 and 2009-2010 school years.

8 Each of the eight (8) administrators enrolled in the Direct Access Plan as of June 30, 2008,
9 shall receive a bonus payment, in addition to his/her base salary as set forth in Appendix A,
10 of \$300 per year in the 2008-2009 and 2009-2010 school years.