

COLLECTIVE BARGAINING
AGREEMENT
WALL TOWNSHIP BOARD OF
EDUCATION
AND
WALL TOWNSHIP
ADMINISTRATIVE AND
SUPERVISORY COUNCIL

2023-2024

2024-2025

2025-2026

2026-2027

2027-2028

ARTICLE I
RECOGNITION

A. Unit Membership

In accordance with Chapter 123, Public Law of 1974 as amended, the Wall Township Board of Education (hereinafter "Board of Education") hereby recognizes the Wall Township Administrative and Supervisory Council (hereinafter "Council") as the exclusive and sole representative for the collective negotiation concerning the terms and conditions of employment for all professional administrative and supervisory personnel may include:

- High School Principal
- High School Assistant Principal
- Intermediate School Principal
- Intermediate School Assistant Principal
- Elementary School Principal
- Elementary School Assistant Principal
- Director of Special Services
- Coordinator of Special Education
- Adult School Principal
- Athletic Director
- Career Education Coordinator
- Guidance Director
- Dean of Studies (7-12); and those persons acting in these capacities
- Ten Month Supervisor
- Ten Month 20 Day Supervisor
- Twelve Month Supervisor

B. Definition:

Unless otherwise indicated, the term "Council Member" when used hereinafter in this agreement shall refer to all professional employees represented by the Wall Township Administrative and Supervisory Council.

Article II

NEGOTIATION PROCEDURE

A. Deadline Dates

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Law of 1974 as amended, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment. Negotiations shall begin within the time frames as established by the Public Employment Relations Commission.

B. Negotiations Team Authority

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations. Final approval of tentative agreements can only be determined by the Board of Education and the Council membership.

C. Maintaining Current Benefits

All terms and conditions as stated in this agreement shall be extended until a successor agreement is ratified by the Board of Education and the Council membership, except as specified.

D. Modification

This agreement incorporates the entire understanding of the parties on the items negotiated and shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III
GRIEVANCE PROCEDURE

A. Definition Grievance

A grievance is a claim by an employee or employees in the Bargaining Unit or the bargaining unit representatives based upon the interpretation, application or violation of this agreement, policies or administrative decisions affecting the terms and conditions of employment.

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 Council members. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Principles

1. Failure by either party at any step of this procedure as outlined in Article III D 2, 3, and 4 to render a decision within the estimated timeline shall move the grievance to the next level.
2. All meetings and hearings under this procedure shall be conducted in private, shall include only such parties in interest and their designated or selected representatives.
3. All documents, communications and records dealing with the grievance in question shall be kept in a special grievance file and not be placed in the personnel file of any of the participants. This file shall be maintained until final

decision is made, at which time all records except the final decision shall be destroyed.

4. Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, by a representative. When a Council member is not represented by the Council, the Council shall have the right to be present and to state its views at all stages of the grievance procedure.

D. Procedure

1. Any employee who has a grievance shall discuss it with his/her immediate superior, in an attempt to resolve the matter informally at that level. A grievance to be considered must be initiated by the employee within thirty (30) calendar days of its occurrence.
2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days he/she shall present his/her complaint in writing to the immediate superior within five (5) school days. The immediate superior shall communicate his decision to the employee within three (3) school days of receipt of the written complaint.
3. The employee may appeal this decision within five (5) school days to the Superintendent of Schools. The appeal to the Superintendent must be made in writing and must set forth grounds upon which the grievance is based. The Superintendent shall receive a report on the grievance and shall confer with the concerned parties. Either party may request a private conference. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) school days. He/she shall communicate

his/her decision in writing, along with supporting reasons, to the employee, his immediate superior and the Council.

4. If the grievance is not resolved to the employee's satisfaction he/she may within five (5) school days request a review by the Board of Education. The request shall be submitted in writing through the Superintendent of Schools, who shall attach all materials and forward the request to the Board of Education. The Board, or a committee thereof, shall review the grievance, hold a hearing with the employee if requested, and render a decision within thirty-five (35) calendar days.
5. If the Council is dissatisfied with the determination of the Board of Education, and in the further event that the grievance involves the interpretation of application of this contract, but does not involve a tenure charge (N.J.S.A. 18A:6-10), withholding of an increment (N.J.S.A. 18A:29-14), or a non-renewal of a non-tenure administrator's contract (N.J.S.A. 18A:27-10), then a request for arbitration shall be made to the Public Employment Relations Commission (PERC) as to the selection of an Arbitrator. The Arbitrator's decision shall be in writing and shall be submitted to the Board and the Council and shall be final and binding on the parties. The compensation of the Arbitrator shall be borne equally by the parties.
6. Failure by the grievant at any step of this procedure to appeal a grievance to the next step within a specified time limit shall be deemed to be acceptance of the decision rendered at that step. Failure at any step of this procedure to communicate a decision of the grievance to the grievant within the specified time limits shall be deemed to be acceptance of the grievant's position.

ARTICLE IV
COUNCIL MEMBERS' RIGHTS AND RESPONSIBILITIES

It is expected that Council members will be at their place of responsibility during normal school hours when students are in attendance, as prescribed by the Superintendent of Schools.

A. Rights and Protection in Representation

Pursuant to Chapter 123, Public Law 1974 as amended, the Board hereby Agrees that all professional administrative and supervisory personnel shall have the right to organize, join and support the Council for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection.

B. Required Meeting or Hearings

Whenever any Council member is required to appear before the Superintendent, Board, or any other committee or member thereof concerning any matter that could result in the withholding of an increment or termination of employment of that Council member, he/she shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have (a) representative(s) of the Council and/or attorney present to advise him/her and represent him/her during such meetings or interviews. Any suspension shall be with pay until formal determination by the Board of Education.

C. When Students Are Not in Attendance During the School Year

It shall be the responsibility of each Council Member, in conjunction with his/her superior, to reasonably determine the need to be present in his/her normal place of work on days during the school year when students are not in attendance. Teacher in-service days are Council member work days.

12 Month Administrators

All 12-month council members will receive annually ten (10) Fixed Holidays, six (6) Floating Holidays.

10 Month Supervisors

All 10 Month Supervisors shall receive annually nine (9) Fixed Holidays, six (6) Floating Holidays. 10 Month, twenty (20) day Supervisors who complete Safe Schools Training by September 1, shall be permitted to take off on District Designated Safe Schools give back day assigned to teachers. The Supervisors shall not use their twenty (20) work days to complete their required trainings.

12 Month Administrators and 10 Month Supervisors

All council members, in addition to the above fixed and floating counts, will receive additional Fixed Holidays when students are not in attendance during the scheduled winter break in accordance with the December/January approved district calendar.

Fixed Holidays are defined as days in which a council member has off from work and may not be considered work days. These days include Labor Day, Thanksgiving Day, Thanksgiving Day Friday, Christmas Day, New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Good Friday, Memorial Day, and Independence Day. If a fixed holiday falls on a weekend, the council member may choose an alternate district closed day for the fixed holiday, with the exception of Christmas and New Year's Day. Floating Holidays are defined as days in which a council member may take off from work, without prior approval, during scheduled district closings as noted on the district calendar. Council members may choose to work on days the district is closed in order to use floating holidays on alternate days as approved by the

Superintendent with two weeks advanced notice. Council members will ensure there is adequate coverage at their assigned building during that time. Council members may use vacation days on scheduled district closings, as noted on the district calendar, without prior approval. Floating holidays may not be carried over into a future school calendar year (July 1st - June 30th). In the event the Superintendent denies the use of a day floating holiday, it shall be understood and agreed that the use of a personal day will similarly not be permitted. Should the employee attempt to call out sick after a floating holiday is denied, the employee will be required to provide a note from a doctor.

*Independence Day is a fixed holiday for 12 Month Council Members.

D. Co-Curricular Positions

Due to the scope of his/her responsibility, any council member will not be permitted to hold an extra or co-curricular assignment.

ARTICLE V

GUIDELINES FOR COMMUNICATIONS

Recognizing that effective communication is necessary to promote and provide for better opportunities for the Wall educational community, the parties agree that requests to meet with the Superintendent or the Superintendent and the Board of Education on matters of concern to the Council such as school calendar, substitute administrative or supervisory assistance, negotiations with other employee groups, etc., shall be honored.

ARTICLE VI

LEAVES OF ABSENCE

A. Sick Leave

1. Accumulative

All council members shall be entitled to one (1) day sick leave per month. Unused sick leave shall be accumulated from year to year. All council members, including those on leave, will be credited all contracted sick days on the first day of the new contract year, July 1st.

2. Retirement

All council members, upon retirement, shall receive sick leave reimbursement in accordance with state law and as follows:

- A. All council members hired on or after July 1, 2008 will be paid at a rate of \$125 per day, for a maximum of 120 days ($\$125 \times 120 = \$15,000$).
- B. All council members hired between July 1, 2002 and June 30, 2008 will be paid at a rate of \$125 per day, based on the accrued days (up to 225 days) as of June 30, 2011 or the \$15,000 cap, whichever is greater.
- C. All council members hired on or before June 30, 2002 will be paid at a rate of \$125 per day, based on the accrued days (up to 275 days) as of June 30, 2011 or the \$15,000 cap, whichever is greater.
- D. Council members may agree to forfeit their accrued sick days to the Board of Education upon retirement. In turn, the Board of Education agrees to convert the forfeited days to a monetary sum as delineated in the Collective Bargaining Agreement and place the monies in an approved

non-elective 403B TSA plan as an employer contribution, subject to applicable state and Federal laws.

3. Extended Illness

In any instance of extended illness, additional sick days, up to a total not to exceed three (3) days for each year of previous employment may be granted, upon the recommendation of the Superintendent of Schools and the approval of the Board. Used portions of these extended illness sick leave days shall not be reinstated. When requested by the Superintendent, a physician's certificate shall be submitted in case of personal illness, which extends beyond four (4) consecutive school days.

B. Temporary Leave of Absence

All council members shall be entitled to the following leaves of absence with pay during each school year.

1. Death in Family

In the event of a death in the immediate family, an allowance of up to five (5) days leave shall be granted to each council member. Immediate family shall be defined as spouse, child, step-child, parent, step-parent, sister, brother, mother or father-in-law, Grandparent, Grandparent-in-Law, Sister-in-Law, Brother-in-Law, Aunt, Uncle, Grandchildren, Niece or Nephew, or any member of the council members' immediate household or any near relative of the council member. The Superintendent will use his/her discretion to grant bereavement of the near relative.

2. Personal

Council members are granted five (5) personal days without specified reason unless the personal day is a work day immediately prior to or following a scheduled school closing. In such an instance, approval of the Superintendent of Schools or his/her designee is required. All unused personal days shall be converted to accumulated sick leave on June 30th of each year.

3. Jury Duty

Employees serving jury duty will limit their days of absence to the days of actual jury service. They shall receive their regular salary during the time of service and will turn over the jury duty check to the Board of Education up to the amount of their salary.

C. Extended Leaves of Absence

1. Maternity and Child Care Leaves

The parties agree that the terms of this agreement regarding maternity and childcare leave shall be as governed by applicable law.

2. Military Leave

Any employee when on military leave shall retain all rights to re-employment without loss of seniority, status, or rate of pay, according to law, unless the circumstances of the District are so changed as to make re-employment impossible.

Any employee on military leave shall be held to the following expansion of the Leave of Absence for Public Officers, Employees provision, as outlined below:

A permanent or full-time temporary officer or employee of the Board who is a member of the organized reserve of the Army of the United States, United States Naval Reserve, United States Air Force Reserve, or United States Marine Corp Reserve, or other organization affiliated therewith, including the National Guard of other states, shall be entitled to leave of absence without loss of pay or time for the period the employee shall be engaged in any period of Federal active duty. Without loss of pay shall mean that the gross pay (without deductions) that the employee receives while on leave shall be equal to the total gross pay (without deductions) the employee would receive if not on leave. The employee shall provide proof of the gross pay (without deductions) received from the United States Government or the appropriate subsidiary for the period of Federal active duty. The gross pay (without deductions) the employee shall receive from the Board shall be the employee's gross pay less the employee's Federal active duty pay (without deductions) so the employee receives a combined gross pay (without deductions) equal to the employee's gross pay without deductions from the Board. Appropriate deductions shall be made after the employee's adjusted gross pay is determined by the Board. Without loss of time means that while the employee shall not earn any additional time off with pay, the time of this Federal active duty shall not be charged so as to reduce any vacation, fixed and floating holidays, sick or personal time earned by the employee as of the first day of the Federal leave.

ARTICLE VII

SABBATICAL LEAVE

One (1) Council member, may, upon recommendation of the Superintendent and approval of the Board, be granted sabbatical leave under the following conditions:

1. Applicants must have held an administrative or supervisory position for three (3) years and have been employed by the Board for seven (7) continuous years.
2. The leave will encompass one (1) academic year.
3. Applicants outlining the plans for the period of absence must be submitted to the Superintendent of Schools for consideration, suggestion, and approval not later than November 15 preceding the year in which the leave is to become effective.
4. If the number requesting sabbatical leave exceeds the number of such leaves available, the selection shall be based upon:
 - a. The estimated value of the plan to the individual and to the school system.
 - b. The amount of seniority.
 - c. The lengths of time since the last sabbatical leave.
5. With regard to an employee's pay during a time of Sabbatical Leave, the following information below shall be applied.

An employee on Sabbatical Leave shall be entitled to leave of absence from his or her respective duty as an employee without loss of pay or time on all work days and entitled to pay received for the period of leave on which he or she shall be engaged.

6. A Council member on sabbatical leave shall report all compensation received from sources other than his/her Board of Education, provided that compensation

shall not include such items as allowance for travel, cost of living adjustment for Foreign Service, research, and other expense in connection with the project. The applicant granted a sabbatical leave shall agree to return to the service of the Wall Township Public Schools for a two-year period or must return all or part of the grant received at the discretion of the Board of Education.

7. A Council member returning from sabbatical leave shall be restored to his/her former position.
8. Within thirty (30) days of return from sabbatical leave, he shall make a report of his/her professional activities as a follow up to the plans he/she outlined when applying for the sabbatical.
9. Applicants must be notified by contract renewal date as to the Board action taken on their request.

ARTICLE VIII

HEALTH CARE COVERAGE

A. Health and Dental Coverage

The Board of Education agrees to provide benefits as detailed in the District's Medical Insurance Policy for all council members. The Board of Education agrees to maintain current health plans, dental and medical coverage. Members of the WTASC shall choose from Direct 15, Direct Access 20/40, EPO and HSA plans. Any changes to the currently provided health benefits programs will be equal to or better than the current coverage, as mutually determined by the District Health Broker and an independent health care consultant retained at WTASC's expense.

WTASC membership contribution towards his/her health care premiums shall be reduced from Tier 4 Chapter 78 to thirty (30) percent of the total premium cost.

B. Retirement Coverage

Retired employees and dependents that are eligible at the time of retirement will be enrolled into the State Health Benefits Program. Prior to Medicare eligibility, the retiree and his/her spouse may purchase, at current group rates, the Prescription Drug Plan and Dental Plan that are available to the active council members. Once eligibility for Medicare is attained, the retiree and his/her spouse will be granted the privilege of purchasing at group rates all or any part of the medical coverage that are available to the active council members. The cost for this additional coverage at the group rate in effect will be the total responsibility of the retired employee.

C. Disability Coverage

Council members shall receive, at district expense, the New Jersey School Administrators Group Disability Insurance. The Extended Disability Insurance Plan includes benefits beginning after the ninety (90) day waiting period and a \$2,000.00 minimum monthly benefit amount.

D. Insurance Reimbursement/Sell Back

Any council member shall have the option of surrendering coverage under this article and any related insurance articles, in exchange for a monetary compensation as designated by the chart below. Said monetary compensation shall be made in two (2) installments on January 30th and June 30th. Each council member opting to surrender benefits shall notify the Board Office during the open enrollment period. Council members who accept monetary compensation will be surrendering benefits, based on the chart below. Surrender of benefits for the following year shall not be considered automatic. Every council member shall be considered covered unless and until

such time as a council member shall affirmatively notify the Board that he/she is continuing to surrender benefits in return for the monetary compensation listed below.

	Single Coverage	Parent/Child	Member/Spouse	Family Coverage
Medical	\$1500.00	\$2513.00	\$3236.00	\$4200.00
Prescription	\$400.00	\$670.00	\$863.00	\$1000.00
Dental	\$100.00	\$167.00	\$216.00	\$300.00
All	\$2000.00	\$3350.00	\$4315.00	\$5500.00

E. Description to Council Members

The Board shall provide to each Council member a description of the health care coverage as provided under this Article.

ARTICLE IX

DEDUCTIONS FROM SALARY

Tax Sheltered Annuity

Council members may authorize the Board to make deductions for the purpose of tax sheltered annuities pursuant to the provisions of R.S. 18A: 66-127, et seq., and the terms of a group contract approved by the Board.

ARTICLE X

VACATION

A. Time Allotted

All 12-month council members shall receive twenty-four (24) vacation days annually. All 10 month/20-day supervisors shall receive ten (10) vacation days annually.

Annual vacation days for Council members shall be taken within the contract year at the discretion of the individual member with the approval by the Superintendent of Schools. Council members will have the ability to accumulate no more than a one contract year allotment of vacation days in accordance with N.J.S.A. 18A:30-9.1.

Retirement - Council Members may agree to convert the accumulated vacation days to a monetary sum as delineated in the Collective Bargaining Agreement and place the monies in an approved non-elective 403b TSA plan as employer contribution, subject to State and Federal Laws.

For Reference Purposes Only:

All existing council members hired prior to 2008 will be grandfathered until June 30, 2011 and be allowed to accrue and bank days as per the 2005-2008 Collective Bargaining Agreement language. On June 30, 2011 all council members' accrued bank of vacation days will be frozen. Beginning June 30, 2011 all council members will receive fifteen (15) vacation days with the ability to accumulate or bank a maximum of thirty (30) days. 2005-2008 Contract for Reference Only:

The vacation schedule is as follows:

Years Employed in 12-Month Position	Amount of Vacation
First Year	Twelve Days
Second Year	Seventeen Days
Third Year	Twenty-two Days
Tenth Year	Twenty-five Days

B. Banking Time

All current employees will be grandfathered under the 2005-2008 accrual and payout contractual language of fifty (50) days with one day for every two days above said fifty (50) days to a maximum accrual/carryover bank of seventy (70) days until June 30, 2011. The denominator used will be two hundred sixty (260) days to compute the per-diem rate. The denominator for 10 month 20 day supervisors shall be two hundred twenty days to compute per diem rate. The payout for employees hired on or before June 30, 2008 will be based on the accrued days as of June 30, 2011 or the \$15,000 statutory cap, whichever is greater. All new hires will be held to the aforementioned \$15,000.00 statutory cap.

C. Death of Council Member

Any outstanding payments shall be forfeited upon death of the employee and are not payable to employee's estate in accordance with IRS regulation.

ARTICLE XI

VACANCIES AND TRANSFERS

A. Notice

Whenever an administrative or supervisory vacancy occurs, notice shall be posted in each school building and forwarded to the Council. Such notice shall state the position, its qualifications, and the date by which applications are to be made. Council members who desire to apply for such vacancy shall submit their application in writing, and in accordance with district procedures, to the Superintendent within the time limit set forth in the notice.

B. Notification

As soon as practicable after the Board has formally approved the personnel action, each applicant and the Council shall be notified of the Board's decision.

C. Involuntary Transfer

An involuntary transfer shall be made only after a meeting between the Council member and the Superintendent and shall be followed by written notice of the transfer to the Council member involved and to the Council.

At the request of the Council member involved, within ten (10) days of notification, the Superintendent shall forward a statement of reasons for the transfer to the Council member.

ARTICLE XII

MISCELLANEOUS

A. Use of Automobile

Council members shall be reimbursed at the current mileage rate in accordance with the requirements of N.J.S.A. 18A:11-12 and the New Jersey Office of Management and Budget (NJOMB) regulations promulgated for travel.

B. Involuntary Reduction of Administrative or Supervisory Personnel

In the event there shall be a reduction in administrative or supervisory staff, every attempt within the confines of mandated regulations pertaining to reduction in force will be made to place the Council member in a professional position within the district. In the event of a reduction in staff, the Council member so affected will be given primary consideration for any available position provided that he/she is certified and meets the qualification for the position.

C. Reimbursement for Personal Property Damage

The Board shall reimburse Council members for the reasonable cost of any clothing or other personal property damaged or destroyed as a result of an assault suffered by a Council member while acting in the discharge of his/her duties within the scope of his employment, (if this loss is not covered by personal insurance or workman's compensation).

D. Payment of Professional Dues

The district will establish a professional development account of \$7,500 for approved professional development workshops and seminars that council members may attend.

E. Tuition Reimbursement

Upon the prior approval of the Superintendent, the board shall reimburse council members for tuition costs/administrative mentorship fees not to exceed Five Thousand (\$5,000) Dollars per school year, incurred for graduate level courses at an accredited institution of higher education when a "B" or higher is achieved.

Should a council member resign in the year tuition/Administrative mentorship reimbursement has been paid, the council member shall reimburse the amount of tuition/Administrative mentorship reimbursement paid to the council member to the Board.

F. Supervisors (10 Months) includes council members serving in any 10 month supervisory position

I. Ten Month Supervisors

Supervisors shall work until June 30th, which is the same contractual period for all 10-month employees.

2. Ten Month 20 Day Supervisors

Supervisors shall work until June 30th, which is the same contractual period for all 10-month employees. An additional twenty (20) work days will be scheduled between July 1 and September 1 according to a schedule to be developed by the Superintendent or his/her designee and respective building principals. The annual salary will be paid over twelve (12) months for pension purposes. The per diem rate for a supervisor shall be calculated as 1/220th of the annual salary. The Board agrees to make pension contributions for the twenty (20) workdays to T.P.A.F., in accordance with New Jersey Statutes & Regulations. However, the Board makes no representation, and shall bear no responsibility regarding council members' rights and options under T.P.A.F., nor any financial responsibility for any claims for recoupment.

If the need arises for additional work beyond the 20 required summer days, members will be paid at the rate of \$80.00 per hour.

G. Summer Hours of Operations

All Wall Twp. Schools will be open from 8 A.M. to 3 P.M. Monday through Thursday and 8 A.M. to 1 P.M. on Friday throughout the summer recess period. Administrators will use their professional discretion to ensure proper operation of each facility. Notwithstanding, council members will ensure that there is adequate staff coverage at all schools during summer recess school hours.

H. Placement

If a current council member receives a district promotion, he/she will be considered for a salary increase on his/her current base salary. The increase will be negotiated with the Superintendent. The council member's experience as an administrator will be used to determine the increase.

If there is a change/transfer of a council member to a commensurate position (e.g. Principal to Principal; Assistant Principal to Assistant Principal) the salary shall not be less than the salary in the previous position.

I. Education Credit

Council members hired prior to July 1st, 2015 shall receive additional annual salary compensation for education credits as follows:

Masters + 15 (\$800 total)

Masters + 30 (\$1650 total)

Masters + 45 (\$2550 total)

Masters + 60 (\$3500 total)

Doctorate (\$4600 total)

Administrators hired after July 1st, 2015 are not entitled to this benefit.

J. Longevity Increments

Longevity will be frozen and future increments will be for years of service in Wall Township; an additional increment, for Council Members entering their 15th, 18th, 21st, and 25th year in education in Wall Township, in the amount of \$50.00 shall be given for each year of this Agreement:

\$800 – 2023-2024
 \$850 - 2024-2025
 \$900 – 2025-2026
 \$950 – 2026-2027
 \$1,000 – 2027-2028

Members of the WTASC hired after July 1, 2017 shall not be eligible for longevity.

K. Side Bar Agreements/Outstanding Grievances

Any side bar agreements and or outstanding grievances not incorporated into the Memorandum of Agreement will sunset and become null and void upon a fully executed agreement.

L. Salary

The annual salary increase for each employee shall be based upon his/her 2023-2028 base salary.

The salary schedule is as follows:

2023-2024 – 3.0% to base
 2024-2025 – 3.2% to base
 2025-2026 – 3.2% to base
 2026-2027 – 3.2% to base
 2027-2028 – 3.2% to base

All council members will receive an annual stipend of \$750. The stipend shall not be pensionable or cumulative. The stipend shall be paid annually for the term of this agreement. The stipend shall be paid as one installment on December 15th, separate of the member’s regular paycheck.

The minimum starting salary for each position in the Council will be as follows:

High School Principal	\$130,000
Intermediate School Principal	\$120,000
Elementary School Principal	\$115,000
High School Assistant Principal	\$115,000
Intermediate School Assistant Principal	\$110,000
10 month / 20 day Supervisor	\$105,000
Director of Special Services / Principal of Primary School	\$130,000
Guidance Director	\$115,000
Athletic Director	\$115,000

M. Summer Curriculum Work

Summer curriculum work required beyond the normal summer workdays shall be compensated at the rate of eighty (\$80) dollars per hour. Any member shall be considered eligible. An agreement between the WTASC and the Superintendent shall be made in writing prior to completing additional curriculum work beyond the normal summer hours. The written agreement shall detail the amount of approved hours and deadlines for work to be completed.

N. School Safety Specialist

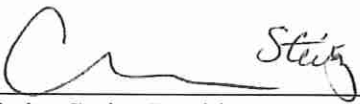
A council member will receive a yearly stipend of \$6,000 for the responsibilities associated with the State required School Safety Specialist title.

CERTIFICATION

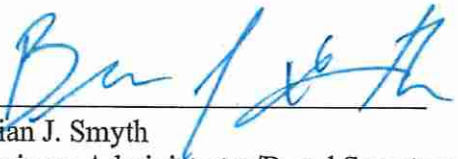
The contract term shall be five (5) years in length beginning (retroactive to July 1, 2023 to June 30, 2028.

IN WITNESS WHEREOF, each of the parties hereto has caused this agreement to be executed by its authorized representatives retroactively to the 1st day of July, 2023.

WALL TOWNSHIP BOARD OF
EDUCATION

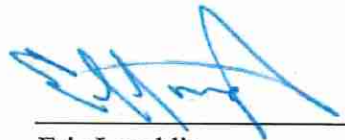


Christine Steitz, President
Board of Education

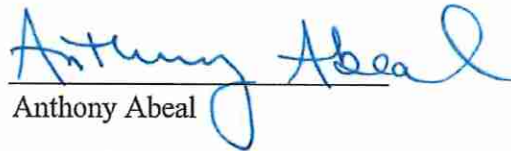


Brian J. Smyth
Business Administrator/Board Secretary


WALL TOWNSHIP ADMINISTRATIVE
AND SUPERVISORY COUNCIL



Eric Laughlin



Anthony Abeal



Laura Kurmin