

**ADDENDUM**  
to  
**AGREEMENT**  
**BETWEEN**  
**THE NORTH HUNTERDON-VOORHEES REGIONAL HIGH SCHOOL DISTRICT**  
**ADMINISTRATORS' ASSOCIATION**  
**AND**  
**THE NORTH HUNTERDON-VOORHEES REGIONAL HIGH SCHOOL DISTRICT**  
**BOARD OF EDUCATION**

THIS ADDENDUM to the Agreement between the North Hunterdon-Voorhees Regional High School District Administrators' Association and the North Hunterdon-Voorhees Regional High School District Board of Education is made and entered into as of the 14<sup>th</sup> day of May, 2010.

WHEREAS on May 14, 2010, duly authorized representatives of the North Hunterdon-Voorhees Regional High School District Administrators' Association ("Association") and the North Hunterdon-Voorhees Regional High School District Board of Education ("Board") executed a collective negotiations agreement for the period July 1, 2009 to June 30, 2012 ("Agreement"), and subsequent to its execution the parties have agreed that certain modifications to the Agreement should be made, and further have agreed that those modifications should be made effective as of the date of the Agreement; and

WHEREAS, the Association and the Board wish to set forth those modifications in an Addendum to the Agreement, intending to be bound to the same extent as if those modifications had been included in the Agreement;

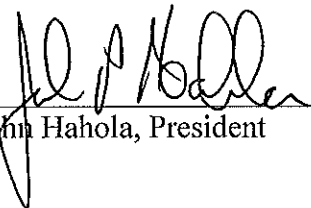
NOW, THEREFORE, the parties hereby AGREE that the Agreement shall be modified as follows:

1. In Article IX, Section E, the last sentence ("One (1) day per year shall be granted in the event of the death of an employee's relative, who is not part of the employee's immediate household, or close friend.") shall be deleted.

2. In Article XVIII, Section C.1., the first sentence shall be modified to read as follows: "Any employee who has worked at least fifteen (15) full years in the North Hunterdon-Voorhees Regional High School District shall, upon resignation or retirement, be reimbursed for accumulated but unused sick days."

IN WITNESS WHEREOF, the parties hereto have caused this Addendum to be executed by their respective duly authorized representatives as of the day and year first above written.

NORTH HUNTERDON-VOORHEES REGIONAL  
HIGH SCHOOL DISTRICT ADMINISTRATORS' ASSOCIATION

By:  6/21/10  
John Hahola, President

NORTH HUNTERDON-VOORHEES REGIONAL  
HIGH SCHOOL DISTRICT BOARD OF EDUCATION

By:  6/22/10  
Barbara Walter, President

AGREEMENT

BETWEEN THE

NORTH HUNTERDON-VOORHEES REGIONAL

HIGH SCHOOL DISTRICT

ADMINISTRATORS' ASSOCIATION

AND THE

NORTH HUNTERDON-VOORHEES REGIONAL

HIGH SCHOOL DISTRICT

BOARD OF EDUCATION

July 1, 2009 - June 30, 2012

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ARTICLE I

RECOGNITION

A.       Unit Membership

In accordance with Chapter 123, Public Laws of 1974, the Board hereby recognizes the Administrators' Association, affiliated with the New Jersey Association of Secondary School Principals and Supervisors, as the exclusive and sole representative for the collective negotiation concerning the terms and conditions of employment for Principals, Assistant Principals, Director of Special Services, Directors of Athletics, Director of Technology under contract or on authorized leave. All other personnel are excluded.

B.       Definition

1.               "Board" shall herein refer to the North Hunterdon-Voorhees Regional High School District Board of Education.

2.               "Association" shall herein refer to the North Hunterdon-Voorhees Regional High School District Administrators' Association.

3.               "Administrator" shall herein refer to members of the bargaining unit as defined in Article I, Section A above.

4. "Full Time," for the purpose of benefits only shall be an assignment of at least sixty (60%) percent of the normal work load and salary for members of the bargaining unit as defined in Article I, A. above. Employees working less than one hundred (100%) percent of the normal work load shall have their pay appropriately pro-rated.

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 Laws 1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of Administrators' employment. Negotiations shall begin in accordance with PERC rules during the calendar year preceding the calendar year in which this agreement expires.

B. Negotiating 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 subject to ratification by the Board and the Association in order to enter binding agreements.

C. Modification

1. Understanding of Parties

This agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this agreement and whether or not within the knowledge or contemplation of either or both of the parties at the times they negotiated or executed this agreement.

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 III

GRIEVANCE PROCEDURE

A. Definitions

The term "grievance" means a complaint or claim that there has been a loss, or injury as the result of an improper application, interpretation or violation of any term or provision of this contract affecting a member or group of members. No claim by an employee shall constitute a grievable matter if it pertains to 1) a complaint of a non-tenured employee which arises by reason of his/her not being reemployed, 2) any rule or regulation of the State Commissioner of Education, 3) any matter which according to law is beyond the scope of Board Authority, 4) any matter outside the scope of legally negotiable terms and conditions of employment.

B. Procedure

1. Filing a Grievance

A grievance may be filed by an individual member, a group of members or by the Association, as the representative of a group or class whose individual signatures shall not be necessary. Any grievance must be lodged at the proper initiating level within thirty (30) working days from the allegedly improper

application, interpretation, or violation. A "day" for the purpose of this Article shall be any day, Monday through Friday, on which the District Administration offices are open.

2. Failure to Communicate a Decision

Failure at any step to communicate the decision on a grievance within the specified time limitation shall permit the aggrieved to proceed to the next step.

Failure to appeal within the specified time limitations from an answer which is unsatisfactory shall be deemed to constitute an acceptance of such response as dispositive.

3. Informal Attempt to Resolve

An individual Administrator who has a grievance shall discuss it first with his/her immediate supervisor in an attempt to resolve the matter informally. However, if the grievant is the Association, the initial discussion shall be at the level of the Board of Education; and, in such event, if the problem is not resolved to the satisfaction of the Association within ten (10) working days after the conclusion of the discussion, the procedures prescribed in the subsections of this section B shall become applicable.

4. Level One - Immediate Superior

If, as a result of the discussion, the matter is not resolved to the satisfaction of the grievant within five (5) working days, he/she shall set forth the grievance in writing to the immediate superior specifying:

- a. the nature of the grievance, including the specific section of the contract involved;
- b. the nature and extent of the injury or loss;
- c. the result of the previous discussion;
- d. the dissatisfaction with decisions previously rendered;
- e. the relief sought.

The immediate superior shall communicate a decision to the grievant(s) in writing within three (3) working days of the receipt of the written grievance.

5. Level Two - Superintendent of Schools

The grievant, no later than five (5) working days after receipt of the immediate superior's decision, may appeal this decision to the Superintendent of Schools.

The appeal to the Superintendent must be made in writing reciting the matter submitted to the immediate superior as specified above and the dissatisfaction

with the decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) working days. The Superintendent shall communicate a decision in writing to the grievant and the immediate superior.

6. Level Three - Board of Education

If the grievance is not resolved to the grievant's satisfaction, no later than five (5) working days after the receipt of the Superintendent's decision, the grievant may request a review by the Board of Education. The request shall be submitted in writing through the Superintendent, who shall attach all related papers and forward the request to the Board of Education. The Board, or a committee thereof, may review the grievance and may at the option of the Board, hold a hearing with the grievant and render a decision in writing within thirty-five (35) calendar days of receipt of the grievance by the Board.

7. Level Four - Arbitration

If the decision of the Board does not resolve the grievance to the satisfaction of the grievant and the Association chooses to proceed, notice of intention to proceed to arbitration shall be given to the Board by

the Association through the Superintendent within ten (10) working days after the receipt of the decision which is being appealed.

To the extent permitted by law, the grievance shall then be subject to arbitration initiated and conducted under the rules of the American Arbitration Association.

The Arbitrator shall limit himself/herself to the issues submitted to him/her and shall consider nothing else. He/she can add nothing to, nor subtract anything from, the agreement between parties or any policy of the Board of Education. The opinion and award shall be final and binding. Only the Board, the aggrieved person and appropriate officials of the Association shall be given copies of the Arbitrator's Opinion and Award. The arbitrator shall issue a decision within thirty (30) calendar days of the completion of the Arbitrator's hearings.

8. Right to Representation

Rights of Administrators to representation shall be as follows:

Grievants may be represented at all stages of the grievance by their representative(s) and/or an attorney selected and approved by the Association.

When a grievant is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance to the Superintendent or any level, be notified that the grievance is in process, and have the right to be present and present its position in writing at all hearing sessions held concerning the grievance, and shall receive a copy of all decisions rendered.

The Board and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination, or reprisal in presenting an appeal with respect to a personal grievance.

9. 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.

10. Meetings and Hearings

No meeting or hearing conducted under this procedure shall be public. The only parties in attendance shall be the aggrieved persons and their designated or selected representatives.

C. Costs

Each party will bear the total cost incurred by themselves.

The fees and expenses of the Arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.

ARTICLE IV

ADMINISTRATOR RIGHTS

A. Rights and Protection in Representation

Administrators shall enjoy all rights as provided in Chapter 123, P.L. 1974.

B. Just Cause Provision

No Administrator shall be disciplined without just cause. Discipline for the purposes of this agreement is defined as limited to tenured employees, to reprimand and limited to reprimand, suspension or termination with respect to non-tenured employees. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure.

C. Required Meetings or Hearings

Whenever Administrators are required to appear before the Board, Superintendent, or any committee or member thereof concerning any matter that could result in the termination of employment of that Administrator, they shall be given prior notice (which will be in written form) of the reasons for such meetings or interview and shall be entitled to have (a) representative(s) of the Association and/or attorney present to advise them and represent them during such meeting or interview. Any



suspension shall be with pay. Suspension without pay may occur upon certification of tenure charges and also upon indictment consistent with NJSA 18A:6-8.3.

D. Reprimand

The Board and the Association agree that as a matter of practice, any reprimand of an Administrator with respect to the performance of employment shall be made in confidence and not in public. The Board retains the right to question an Administrator in public in regard to any statement made in public. In any matter involving criticism of job performance, the Administrator's rights shall be permitted in accordance with statutory law.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. Information

The Board agrees to furnish to the Association in response to reasonable requests from time to time all available public information concerning the financial resources of the district, including but not limited to: annual financial reports and audits, register of certified personnel, agendas, and minutes of all Board meetings, census data, and such other information that shall assist the Association in developing intelligent, accurate, informed, and constructive programs on behalf of the Administrators, together with information which may be necessary for the Association to process any grievance or complaint.

B. Use of School Buildings

Representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times provided that this shall not interfere with or interrupt their duties and/or normal school operations.

C. Use of School Equipment

The Association shall have the right to use school facilities and equipment, including computers, copying equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. Use of secretarial personnel for Association business during working hours is not authorized.

D. Exclusive Rights

The rights and privileges of the Association and its members as set forth in this agreement shall be granted only to the Association as the exclusive representative of the Administrators, as defined in the unit, and to no other organization.

E. Released Time for Meetings

Whenever any member of the Association is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences, or meetings there shall be no loss in pay and/or benefits.

ARTICLE VI

MANAGEMENT RIGHTS CLAUSE

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this agreement, in accordance with applicable laws and regulations (a) to direct employees of the school district; (b) to hire, promote, transfer, assign, and retain employees in positions in the school district, and to suspend, demote, discharge, or take other disciplinary action against employees; (c) to relieve employees from duty because of lack of work or for other legitimate reasons; (d) to maintain efficiency of the school district operations entrusted to them; (e) to determine the methods, means and personnel by which such operations are to be conducted; (f) to take whatever action may be necessary to carry out the mission of the school district in situations of emergency; and (g) to see that the approved curriculum is implemented.

ARTICLE VII

LOAD AND HOURS

- A. Administrators shall not be required to clock-in and clock-out, but may be expected to devote the time necessary to fulfill their responsibilities.

ARTICLE VIII

EVALUATION

A. Right to Full Knowledge

The Board of Education and the Superintendent subscribe to the principle that an employee has the right to full knowledge regarding the judgment of superiors respecting the effectiveness of performance and that, further, is entitled to receive such recommendations that will assist in increasing the effectiveness of performance.

B. Procedures

The Board, in consultation with Administrators, has adopted policies and procedures for evaluating tenured and non-tenured Administrators.

C. Evaluation Procedures

1. Copies of Reports

Each Administrator shall sign all copies of each evaluation, which shall be in writing; attesting to the fact that he/she has reviewed and understands the contents of the evaluation. No evaluation may become part of an Administrator's personnel file without the Administrator's signature. Further, the Administrator shall receive a copy of each

evaluation. Any evaluation that the employee sees and refuses to sign may be signed by the President of NHVRHSDAA to indicate the material had been read to the Administrator in question.

2. Rights of Administrator to Respond

A conference shall be arranged between the evaluator and the Administrator as soon as possible after receipt of the written evaluation by the Administrator. At such time, the Administrator is entitled to respond to the evaluation.

3. Notice of Contract Renewal

Each non-tenured Administrator shall receive written notice prior to May 15 of each year, whether or not the Superintendent intends to recommend a renewal of contract for the ensuing year.

ARTICLE IX

LEAVES OF ABSENCE

A. Sick Leave

All full time Administrators shall be entitled to twelve (12) days sick leave per year. Unused days of sick leave shall be accumulated from year to year.

B. Jury Duty

In case of required jury duty an Administrator shall be allowed time off for jury service with regular pay provided the Administrator endorses the check for jury duty to the Board of Education.

C. Extended Leaves of Absence

The following is to be consistent with Family and Medical leave statutes and Board of Education Policies.

1. Maternity/Paternity

(a) Natural Birth

The Board shall grant maternity/paternity leave without pay to any Administrator upon request subject to the following stipulation and limitation:

Maternity leave shall commence and shall terminate (up to one (1) year later) on the date requested by the employee, subject to Board approval.



(b) Adoption

Any Administrator adopting an infant child shall receive leave in accordance with item 1(a) of this Article, which shall commence upon receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption.

2. Good Cause

Other leaves of absences without pay may be granted by the Board for good reason.

3. Return from Leave

All benefits to which Administrators were entitled at the time of their leave of absence, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored to them upon return, and they shall be assigned to the same position or comparable position held at the time said Board approved leave commenced if the leave is for twelve (12) months or less. For a Board approved leave in excess of (12) months the Administrator may be assigned to a substantially equivalent position upon return from leave within this approved leave period.

4. Extension and Renewals

All extensions or renewals of leaves shall be applied for 60 days in advance and responded to in writing.

D. Personal Leave

Full-time Administrators shall be granted three (3) days of absence without reason for personal business without loss of pay. Unless an emergency arises, two (2) days notice in advance must be given to the immediate supervisor who will notify the Superintendent. No personal days are permitted immediately before or after a holiday nor are they accumulative. Additional personal leave days must be granted with the approval of the Superintendent. It is understood that the Superintendent's decision shall not be arbitrary or capricious.

E. Bereavement Leave

Up to five (5) days at any time in the event of death of an employee's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandparent, or other member of the immediate household shall be granted. Additional bereavement leave may be approved by the Superintendent.

F. Court Appearance

Time necessary for appearance in any legal proceedings connected with a person's employment or with the school system shall be granted if the employee is by law required to attend on behalf of the Board of Education.

ARTICLE X

SABBATICAL LEAVE

A. Qualifications

1. Sabbatical leaves may be granted to Administrators for Board approved study that advances candidates' professional qualifications and/or capability to contribute to the educational system, or other objective that the Board may deem appropriate.

2. The candidate will have completed at least seven (7) full school years of service in the district, the last three (3) of which must have been consecutive as an Administrator. No individual will be granted more than one (1) sabbatical leave within a fifteen (15) year period.

B. Number of Leaves

Not more than one leave per year will be granted to an Administrator who meets the qualifications.

C. Application Procedures

Requests for sabbatical leaves must be received by the Superintendent in writing no later than November 1 and action must be taken no later than February 15 of the school year prior to the school year for which the leave is requested. The request should outline in detail the Administrator's proposed educational plan.

D. Salary and Benefits

An employee on leave shall be paid one-half (1/2) their salary for a full year leave. From this compensation shall be made the regular deductions for TPAF and other deductions required by law or at the request of the Administrator.

During a sabbatical leave year, Administrators shall accrue sick leave and personal days proportional to the portion of the school year actually worked.

E. Criteria for Selection

Criteria for granting sabbatical leaves of absences shall be established by the Board of Education, following consultation with the Association.

F. Conditions: Grantees will agree in writing:

1. that they will not accept full-time or part-time employment outside the district during the period of their leave, except where approved by the Superintendent;
2. that unless terminated, they will return to employment within the district for at least three years;
3. that they will, within three months of their return to normal duties, submit a written report to the Board of activities undertaken and accomplished during the leave; and

4. that in the event of termination of employment they will relinquish the leave on the date of termination.

Grantees further agree that if the above stipulations are not complied with and/or the purpose of the leave is not fulfilled they will repay all salary monies received during the leave.

G. Should the Board terminate the position of an employee on sabbatical, that employee shall not be required to pay salaried monies received up to the time of termination.

ARTICLE XI

WORK YEAR

A. Days Required

Administrators will not be required to work on days during the teacher work year when school is not in session.

B. Vacation

Twenty-two (22) days vacation will be granted each year according to a schedule mutually agreed upon by the Administrator and immediate supervisor to insure that supervision of the building and other functions will be continuous. One (1) additional day per year will be given to Administrators with 12 years of service in the district not to exceed a total of 23 vacation days per year. This additional day can only be taken during summer vacation. No more than twenty (20) workdays of vacation may be taken at any one time without special permission of the Superintendent. Vacation may be taken at any time during the year with the approval of the Superintendent.

C. Banking

An Administrator may bank up to fifteen (15) unused vacation days to be used at the Administrator's

discretion according to a schedule mutually agreed upon with the immediate supervisor.

D. Separation from Service

1. A member who dies before his/her contract period is completed shall have payment for his/her accrued, pro-rated vacation days given to his/her estate.

2. A member who resigns or retires during the contract year shall receive cash payment for his/her accrued, prorated vacation days.



ARTICLE XII

ADMINISTRATIVE VACANCIES

A.       Notice

A notice of vacancy in an administrative position shall be sent to each Administrator and a copy shall be sent to the Association not less than ten (10) working days before the final date when applications must be submitted. The notice of vacancy shall set forth for the position its qualifications, duties, and the rate of compensation. Modified qualifications will require a new posting and a new 10-day application period.

B.       Promotions

When a promotional vacancy is being filled all in-house qualified administrative applicants will be given an interview.

C.       Promotions from Within

In filling promotional vacancies to open positions, the Board shall consider the professional qualifications, background, attainments, and other relevant factors, for all applicants from within the district. Administrators currently employed will be given preference over candidates from outside the district when all other factors are equal. This

filling of a vacancy is the prerogative of the Board,  
and the decision of the Board with respect to such  
matters shall be final.

ARTICLE XIII

SCHOOL CALENDAR

Representatives of this Association shall be afforded the opportunity to submit recommendations on the formation of the school calendar prior to its being adopted by the Board of Education. Decisions of the Board shall be final and binding.

ARTICLE XIV

TRANSFER OF PERSONNEL

- A. A request for transfer shall be submitted to the Superintendent for endorsement.
- B. The Superintendent shall acknowledge receipt of application and schedule an interview with the Administrator making application.
- C. The Superintendent shall inform the transfer candidate of the final decision in writing within sixty (60) calendar days.

ARTICLE XV

PROFESSIONAL DEVELOPMENT

A. Reimbursement of Tuition

1. Reimbursement

The Board of Education shall reimburse members of the Association for all tuition costs, not to exceed the tuition costs at Rutgers University, for approved graduate college and university courses directly related to the Administrator's current area of professional responsibilities. Grade B or better, or "Pass" in a Pass/Fail course, is required for reimbursement. College and University courses must be from accredited institutions approved by the State of New Jersey.

2. Proof of Taking Course

Grade slips shall be considered as proof of having taken a course or courses.

3. Approval for Courses

Graduate courses must be approved by the Superintendent prior to registration.

Administrators seeking reimbursement for undergraduate courses must present a rationale acceptable to the Superintendent.

4. Time Limit for Reimbursement

Reimbursement shall follow within sixty (60) days of submission of an itemized voucher with grade slips attached.

ARTICLE XVI

INSURANCE PROTECTION

HEALTH AND DENTAL INSURANCE

- A. The Board shall provide each full time employee defined in Article I with single, parent\child(ren), employee and spouse, or family medical insurance, with coverage similar to the School Employees Health Benefits Program (SEHBP).
- B. The Board shall provide each full time employee defined in Article I with single, parent/child(ren), employee and spouse or family Prescription Drug coverage with co pays of \$5 Generic/\$10 Brand Name retail co pay and \$10 Generic/\$20 Brand Name Mail Order co pay.
- C. The Board will pay one hundred (100) percent of the cost of employee coverage and ninety (90) percent of the cost of dependent medical/RX coverage. Employees may elect to waive dependent coverage.
- D. IRS Code Section 125 accounts shall be made available for the contributory portion of dependent coverage, so that such contributions are "pre-tax". The Board also agrees to offer Flexible Spending Accounts under (FSA), IRS Code Section 125. The maximum

contributions shall be \$400 per month for the ten month period September thru June.

E. The Board shall provided each full-time employee with family dental insurance as described below:

Calendar Year Maximum	\$1,250.00
Deductible	\$25/\$50
Payment Basis	UCR
Preventive Service Co. Insurance	100%
Basic Service Co. Insurance	100%
Major Service Co. Insurance	50%
Orthodontic Benefit (50%) (Lifetime Maximum)	1,000.00
Dependent Children covered to the end of the calendar year in which they attain age 23.	

F. New hires shall be advised of their benefit options prior to being employed. After they have been employed, each new employee will sign off on their health insurance choice. All employees will be given the option of changing health care coverage during any open enrollment period.



ARTICLE XVII

LEGAL ASSISTANCE

The Board shall give full support as required by Title 18A, including legal and other assistance to Administrators for any act or omission arising out of and in the course of the performance of their duties.

ARTICLE XVIII

MISCELLANEOUS PROVISIONS AND BENEFITS

A. Selection of Professional and Non-Professional Personnel

The Building Administrator shall recommend to the Superintendent the appointment of all professional and non-professional personnel to his/her building. The Superintendent and Board shall have final authority in all personnel matters.

B. Use of Automobile

Administrators will be reimbursed for the use of their automobile for job related travel in accordance with Board policy.

C. Reimbursement of Unused Sick Days

1. Any employee who has worked at least fifteen (15) full years in the North Hunterdon-Voorhees Regional High School District shall, upon resignation or retirement, be reimbursed for accumulated but unused sick days. The calculation shall be one day's pay for each two unused sick days, calculated from the employee's average salary paid in the final three (3) years of employment.

Payment for accumulated sick leave at retirement shall be a non-elective employer contribution to the Board's Section 403 (b) retirement plan. Monies will be contributed to the plan by the Board on behalf of each eligible employee in five equal installments, one in each of the five years following the employee's retirement, each in an amount up to the maximum allowed by law. Funds will be held by the Board until such time as each annual contribution becomes due, and employees shall have no right to or interest in such funds until payment is due. In the event of an employee's death before the date on which the last contribution on his or her behalf becomes due, no further contributions shall be made on the employee's behalf pursuant to this provision. No payment shall be made pursuant to this provision to any employee's estate or beneficiaries under a will.

2. This benefit shall be suspended for any employee for whom charges have been forwarded to the Commissioner of Education for a hearing, and forfeited if such charges are upheld.

3. The maximum benefit under this plan shall be \$30,000, or the individual's entitlement as of June 30, 2001 if that entitlement is higher than \$30,000.

D. Physical Exam

Each Administrator during the life of this agreement shall be reimbursed for out-of-pocket expenses incurred in connection with one medical stress test. Reimbursement shall be made upon presentation of an appropriate bill or receipt.

E. Disability/Income Protection

In lieu of establishing a sick bank, the Board of Education agrees to reimburse \$275 per annum to each Administrator upon presentation of a bona fide income protection/disability policy made out in the name of the Administrator and an appropriate bill or receipt for payment.

F. Professional Association Affiliation

The Board agrees to pay dues to one state and one national professional association for each Administrator. The choice of organization shall be made by the Administrator. Payment shall be made upon presentation of an approved bill made out in the name of the Administrator. Payment may

not exceed the established yearly rate of the NASSP & NJPSA. Additional professional associations directly related to job description may be allowed with the approval of the Superintendent.

G. Educational Stipends

An additional stipend, added to the yearly salary base shall accrue to each Administrator who possesses the following:

Extra Stipends

Second Masters	\$ 500
Doctorate	\$1500

H. Tax Sheltered Annuity

An employee 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 XIX

DURATION OF AGREEMENT

This agreement shall be effective as of July 1, 2009, and shall continue in effect until June 30, 2012 subject to the Association's right to negotiate over a successor Agreement as provided in Article II. This agreement shall not be extended orally and it is understood that it shall expire on the date indicated.

IN WITNESS THEREOF, the parties hereto have caused this agreement to be Signed by their respective Secretaries, all on the day and year first above written.

NORTH HUNTERDON-VOORHEES REGIONAL HIGH SCHOOL DISTRICT  
ADMINISTRATORS ASSOCIATION

By: \_\_\_\_\_  
President Date

Attest: \_\_\_\_\_  
Secretary

NORTH HUNTERDON-VOORHEES REGIONAL HIGH SCHOOL DISTRICT  
BOARD OF EDUCATION

By: \_\_\_\_\_  
President Date

Attest: \_\_\_\_\_  
Secretary

**2009-2012 Principal/AP/ Director Salary Guide**

<b>Principals</b>							
	2009-2010	2010	Annual Salary Effective 1/1/11	2011	2011	Annual Salary Effective 1/1/12	2012
	07/01/09-6/30/10	07/1/10-12/31/10		1/01/11-06/30/11	07/01/11-12/31/11		01/01/12-6/30/12
<b>Min</b>	\$136,170	\$68,085	\$137,694	\$68,847	\$68,847	\$139,234	\$69,617
<b>Max</b>	\$149,867	\$74,934	\$151,400	\$75,700	\$75,700	\$152,940	\$76,470
<b>AP/Director</b>							
<b>STEP</b>							
<b>1</b>	\$95,172	\$47,586	\$98,496	\$49,248	\$49,248	\$101,075	\$50,538
<b>2</b>	\$99,328	\$49,664	\$102,200	\$51,100	\$51,100	\$104,725	\$52,363
<b>3</b>	\$103,484	\$51,742	\$106,010	\$53,005	\$53,005	\$108,675	\$54,338
<b>4</b>	\$107,640	\$53,820	\$109,936	\$54,968	\$54,968	\$112,745	\$56,373
<b>5</b>	\$111,796	\$55,898	\$113,920	\$56,960	\$56,960	\$116,945	\$58,473
<b>6</b>	\$115,952	\$57,976	\$117,970	\$58,985	\$58,985	\$121,275	\$60,638
<b>7</b>	\$120,097	\$60,049	\$122,006	\$61,003	\$61,003	\$125,775	\$62,888
<b>8</b>	\$123,900	\$61,950	\$126,200	\$63,100	\$63,100	\$130,075	\$65,038
<b>9</b>	\$129,900	\$64,950	\$132,220	\$66,110	\$66,110	\$134,375	\$67,188
<b>10</b>	\$135,900	\$67,950	\$137,250	\$68,625	\$68,625	\$138,675	\$69,338

Step on guide is the same as the 2008-2009 placement and remains the same for the duration of this contract

<b>Principals</b>	<b>Range</b>	<b>AP/DIR</b>	<b>STEP</b>
Hughes	Max	Bergacs	7
Steffan	Max	Deutsch	5
		Dolan	4
		Hahola	8
		Kovacs	10
		Peterson	2
		Rose	10
		Stumpf	7