

SIDEBAR AGREEMENT

The undersigned representatives of the **SOUTH RIVER BOARD OF EDUCATION** ("Board") and the **SOUTH RIVER ADMINISTRATORS ASSOCIATION** ("SRAA"), having entered into discussions to address the terms and conditions of employment for the newly created position of Supervisor of Instruction and accrete said position into the SRAA, are agreed as follows:

1. The new position of Supervisor of Instruction is added to the SRAA, as a "supervisor" title under Article I.A of the parties' 2015-2018 Collective Negotiations Agreement, effective upon ratification of this agreement and formal Board action approving the appointment of an individual to said position.
2. The position of Supervisor of Instruction shall be an 11-month position. As such, the parties agree that Articles VII and IX of the 2015-2018 Collective Negotiations Agreement are revised, for purposes of this position only, to provide for eleven (11) sick days annually and no paid vacation time.
3. As an 11-month employee, the individual filling the Supervisor of Instruction position shall be scheduled for twenty-two (22) days off without pay during the months of July and August annually (based upon the New Jersey Department of Education's definition of total annual workdays at 260). The designation of the specific days / weeks off will be mutually agreed upon on a yearly basis by the employee and the Assistant Superintendent, with final approval granted by the Superintendent of Schools.
4. The annual salary of the employee filling this position for the 2015-2016 school year shall be sixty thousand dollars (\$60,000.00). The 2015-2018 salary guide for this position is added to Schedule A of the parties' 2015-2018 Collective Negotiations Agreement, and is attached hereto and agreed upon by the parties.
5. The employee filling this position shall be entitled to employee-only health benefits for the first school year of employment (2015-2016). It is agreed that any contrary provision of Article XII of the parties' Collective Negotiations Agreement are not applicable. Upon renewal of appointment for July 1, 2016 and beyond, the employee shall be eligible for all benefits pursuant to Article XII.

SCHEDULE A
SALARY GUIDES

IV. SUPERVISOR (11 MONTH)

Step	2015-2016	2016-2017	2017-2018
1	58,800	59,151	59,562
2	60,000	60,358	60,778
3	61,200	61,590	62,018
4	62,424	62,822	63,284
5	63,672	64,078	64,549
6	64,946	65,360	65,840
7	66,245	66,667	67,157
8	67,570	68,000	68,500
9	68,921	69,360	69,870
10	70,300	70,748	71,268

- All SRAA members not yet at the top step of the guide shall advance one (1) step effective July 1, 2016 and July 1, 2017.
- Upon the expiration of the 2015-2018 Collective Negotiations Agreement, SRAA members shall remain at their then-current step and guide placement and value, pending negotiations for a successor agreement.
- Initial guide placement for any new hires shall be at the discretion of the Superintendent of Schools and Board of Education.
- 2015-2018 Step placement for current SRAA members on the above guide shall be as follows:

Member	2015-2016	2016-2017	2017-2018
Nicole Yorek	2	3	4

