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NOT CIRCULATE**

A G R E E M E N T

between

THE BOARD OF EDUCATION

of

THE TOWNSHIP OF SOUTH BRUNSWICK

and

SOUTH BRUNSWICK SCHOOL ADMINISTRATOR'S ASSOCIATION

JULY, 1977 - JUNE, 1979

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ARTICLE I: RECOGNITION

1. A. UNIT MEMBERSHIP
2. In accordance with Chapter 123, Public Laws of 1974,
3. the Board hereby recognizes the South Brunswick School
4. Administrator's Association as the exclusive and sole
5. representative for the collective negotiation concern-
6. ing terms and conditions of employment for all Prin-
7. cipals, Assistant Principals, the Director of Instruc-
8. tional Development, the Director of Special Services
9. and any Administrative Assistants employed by the Board.
10. Incumbents in already existing or newly created titles
11. may be represented by the Association in accordance
12. with the membership provisions of the Association's by-
13. laws and the appropriate laws of the State of New Jersey.
14. Existing Titles -
15. Any such incumbent in a newly represented title shall be
16. included in the provisions of this contract at the begin-
17. ning of the next fiscal year and only after the Board is
18. officially notified of such change.

19. Newly Created Titles -

20. Any incumbents, unless designated as an exempt employee,
21. in titles created after this contract becomes effective
22. and prior to December 31, shall be included in the pro-
23. visions of this contract on January 1 of that school year.

24. B. DEFINITION

25. Unless otherwise indicated, the term "administrator"
26. when used hereinafter in this agreement, shall refer to
27. all professional employees represented by the Association
28. in the negotiating unit as above defined, and references
29. to male administrators shall include female administrators.

ARTICLE II. NEGOTIATION PROCEDURES

1. A. DEADLINE DATES

2. The parties agree to enter into collective negotiations
3. over a successor agreement in accordance with Chapter
4. 123, Public Laws of 1974 in a good faith effort to reach
5. agreement on the terms and conditions of administrator's
6. employment. The President of the Board and the President
7. of the Association shall determine the time, date, and
8. place of the first negotiations meeting according to the
9. regulations of PERC. Negotiations shall begin no later
10. than 120 days before the submission of the annual school
11. budget to the public.

12. B. NEGOTIATING TEAM AUTHORITY

13. Neither party in any negotiations shall have any control
14. over the selection of the negotiating representatives of
15. the other party. The representatives of both parties
16. shall be empowered to make proposals, consider proposals
17. and make counter proposals in the course of negotiations
18. within the predetermined limits prescribed by the res-
19. pective parties.

20. C. CONSULTANTS

21. When mutually agreed upon, clerical assistance and
22. consultants shall be contracted by both parties; in
23. such case, the costs will be shared equally by the
24. Association and the Board.

25. D. CONDUCT OF MEETINGS

26. At the beginning of negotiations, the negotiators shall
27. adopt a written set of procedures for conducting nego-
28. tiations meetings.

29. E. EXCHANGE OF INFORMATION

30. The Association shall have access to all available in-
31. formation concerning the financial resources of the
32. district.

33. F. AGREEMENTS

34. As tentative agreements are reached, these shall be
35. reduced to writing, dated and initialed by the spokes-
36. man for each group.

37. G. MODIFICATION

38. Understanding of Parties -

39. This agreement incorporates the entire understanding
40. of the parties on all matters which were or could have
41. been the subject of negotiation. Reopening of nego-
42. tiations to consider any modification of this agree-
43. ment shall be made only by mutual consent of both
44. parties. Any such modification shall be effective
45. only when agreed to in writing and duly executed by
46. both parties.

47. H. IMPASSE

48. In the event that the Board and the Association have
49. failed to reach agreement on all topics of negotiations,
50. after genuine and sincere efforts to negotiate, either
51. the Board, the Association, or the two jointly, may
52. notify the Executive Director of the Public Employment
53. Relations Commission in writing that an impasse exists,
54. and shall request the assignment of a mediator, and follow
55. the procedures and regulations as outlined in PL.123.

ARTICLE III. GRIEVANCE PROCEDURE

1. A. DEFINITION

2. A grievance shall mean a complaint by an Administrator
3. that there has been as to him a violation, misinterpre-
4. tation, or mis-application of a written policy, written
5. agreement, or an administrative decision, only these
6. effect terms and conditions of employment and except
7. that the term grievance shall not apply to any matter
8. as to which (a) a method of review is prescribed by law
9. or by any rule or regulation of the State Commissioner
10. of Education, or (b) the Board and/or Administrative
11. officers are without authority to act, or (c) a com-
12. plaint of any employee represented by the Association
13. in a non-tenure position which arises solely by reason
14. of his being not employed, re-employed, retained or
15. continued in that position. As used in this definition,
16. the term Administrator shall also mean a group of
17. Administrators having the same grievance.

18. B. RIGHTS OF THE AGGRIEVED

19. 1) Any individual employee represented by the Association

20. shall be ensured freedom from restraint, interference,
21. coercion, discrimination, or reprisal in presenting his
22. appeal. He shall have the right to present his own
23. appeal or to designate a representative of the Associ-
24. ation, or other persons of his own choosing to appear
25. with him at any step in the grievance procedure. When-
26. ever he chooses to have other persons to appear with
27. him, the Association will have the option of being
28. present.

29. 2) The Association shall have access to all available
30. information which may be necessary to process any
31. grievance.

32. C. PROCEDURE

33. 1) An employee with a grievance shall first discuss it
34. with his immediate supervisor within fifteen (15) work
35. days from date party becomes aware of grievance with the
36. object of resolving the matter informally, or the griev-
37. ance shall be barred.

38. 2) If, as a result of the discussion, the matter is not

39. resolved to the satisfaction of the employee within five
40. (5) work days, he shall, within five (5) work days, set
41. forth his complaint in writing to his immediate super-
42. visor, which shall include the policy agreement for
43. administrative decision which the grieving party claims
44. has been violated as to him/her. The supervisor shall
45. communicate his decision to the employee in writing
46. within five (5) work days of receipt of the written
47. complaint.

48. 3) The employee may appeal the supervisor's decision to
49. the Superintendent of Schools within a period of ten (10)
50. work days. The appeal to the Superintendent must be
51. made in writing and must set forth the grounds upon
52. which the grievance is based. The Superintendent shall
53. request a report on the grievance from the supervisor,
54. shall confer with the concerned parties, and upon re-
55. quest, with the employee or supervisor separately.
56. He shall attempt to resolve the matter as quickly as
57. possible, but within a period of ten (10) work days,
58. the Superintendent shall communicate his decision in
59. writing to the employee and the supervisor.

60. 4) If the grievance is not resolved to the employee's
61. satisfaction within ten (10) work days, he may request
62. a review by the Board. The request shall be submitted
63. in writing through the Superintendent, who shall attach
64. all related correspondence and forward the request to
65. the Board. The Board or committee of the Board (con-
66. sisting of not less than three (3) members) shall re-
67. view the grievance and may at its option hold a hear-
68. ing with the employee. In the event that the Board
69. decides not to hold a hearing, the Board shall render
70. a decision in writing within fifteen (15) calendar
71. days of receipt of the request. In the event that a
72. hearing is held, said hearing shall be scheduled within
73. twenty-one (21) calendar days from the receipt of the
74. request and render a decision in writing within fifteen
75. (15) calendar days from the date when the hearing is
76. complete. In the event that a committee of the Board
77. shall hold the hearing, the Board shall proceed as though
78. the evidence had been heard by the Board as a whole.

79. 5) If the grievance is still not resolved to the satis-

80. faction of the aggrieved party, and the Grievance Com-
81. mittee of the Association feels the grievance has merit,
82. the grievance may be submitted to arbitration by a
83. written notice to the Board within ten (10) work days
84. following receipt of the Board's decision.

85. 6) Within ten (10) work days after such written notice
86. of submission to arbitration, the Board and the Grievance
87. Committee shall attempt to select a mutually acceptable
88. arbitrator and shall obtain a commitment from said
89. arbitrator to serve. If the parties are unable to agree
90. upon an arbitrator or to obtain such a commitment within
91. the specified period, a request for a list of arbitrators
92. may be made to the American Arbitration Association for
93. the selection of an arbitrator. If the parties are still
94. unable to agree upon an arbitrator, they shall request
95. the American Arbitration Association to appoint an
96. arbitrator.

97. 7) The arbitrator so selected shall confer with the
98. representatives of the Board and the Grievance Committee
99. and hold hearings promptly and shall issue his decision

100. not later than thirty (30) calendar days from the close
101. of the hearings, or if oral hearings have been waived,
102. then from the date the issues are submitted to him.
103. The arbitrator's decision shall be in writing and shall
104. set forth his findings of fact, reasoning and conclu-
105. sions on the issues submitted. The decision of the
106. arbitrator shall be submitted to the Board and the
107. Association and shall be final and binding on both
108. parties.

ARTICLE IV SALARY AND FRINGE BENEFITS

A. SALARY GUIDE JUNE 1, 1977 THROUGH JUNE 30, 1979

	HIGH SCHOOL PRINCIPAL	MIDDLE SCHOOL PRINCIPAL	ELEM (Hg.) SCHOOL PRINCIPAL	ELEM (Sm) SCHOOL PRINCIPAL	DIRECTOR SPECIAL SERVICES	ASST PRIN DIR INSV DEVEL	ADM ASST
1	24,250	22,250	20,250	19,750	19,750	18,250	16,250
2	25,250	23,250	21,250	20,750	20,750	19,250	17,250
3	26,250	24,250	22,250	21,750	21,750	20,250	18,250
4	27,250	25,250	23,250	22,750	22,750	21,250	19,250
5	28,250	26,250	24,250	23,750	23,750	22,250	20,250
6	29,250	27,250	25,250	24,750	24,750	23,250	21,250
7	30,250	28,250	26,250	25,750	25,750	24,250	22,250
8	31,250	29,250	27,250	26,750	26,750	25,250	23,250
9	32,250	30,250	28,250	27,750	27,750	26,250	24,250
10	33,250	31,250	29,250	28,750	28,750	27,250	25,250
11	1,000	1,000	1,000	1,000	1,000	1,000	1,000
12	1,000	1,000	1,000	1,000	1,000	1,000	1,000

1. B. ADMINISTRATOR'S SALARIES, 1977-78 AND 1978-79

2. Administrators shall be paid an annual salary for each
3. of the two years of this agreement in accordance with
4. the amounts indicated in the Salary Distribution Plan
5. for 1977-78 and 1978-79.

6. C. NONFORFEITABLE ANNUITY BENEFITS

7. The Board shall purchase for the employee, an nonfor-
8. feitable tax deferred annuity contract, for the total
9. amount indicated in the Salary Distribution Plan for
10. 1977-78 and 1978-79. All such monies shall be paid by
11. the Board in equal quarterly installments, at the
12. Variable Annuity Life Insurance Company for the purchase
13. of said annuities.

14. D. EVALUATION

15. Each administrator shall be evaluated by the Superinten-
16. dent or the administrator's immediate supervisor at
17. least once during the contract year. The purpose of
18. the evaluation shall be to provide a basis for the im-

19. provement of performance and professional growth. A
20. written report of the evaluation shall be presented
21. to the person evaluated. Any person who fails to cor-
22. rect deficiencies noted in the report by the end of
23. that contract year, may be denied all or any portion
24. of the scheduled increase.

25. E. SALARY OF NEWLY APPOINTED ADMINISTRATORS

26. The initial salary of a newly appointed administrator
27. shall be negotiated between the administrator and the
28. Board. The step numerals in the guide are intended to
29. indicate an annual salary progression to be used in
30. determining the next successive year's salary after the
31. entry level salary has been determined by the Board.
32. These numerals are not intended to indicate a quan-
33. tity of previous experience.

ARTICLE V. LEAVES OF ABSENCE

1. A. SICK LEAVE

2. 1) Accumulative -

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

6. 2) Transfer of Sick Leave -

7. Any administrator appointed effective July 1, 1974 or
8. thereafter shall be entitled to transfer a maximum of
9. twenty-five (25) accumulated sick leave days to South
10. Brunswick.

11. B. TEMPORARY LEAVES OF ABSENCE -

12. All full time administrators shall be entitled to the
13. following leaves of absence with pay during each school
14. year:

15. 1) Death in the Family -

16. In the event of a death in the immediate family, an al-
17. lowance up to three (3) days leave shall be granted.

18. "Immediate family" shall be husband, wife, child, step-
19. child, father, mother, borother, sister, father-in-law,
20. mother-in-law, or any member of the administrator's

21. immediate household. Two additional days of leave
22. may be granted upon the approval of the Superinten-
23. dent for unusual or extenuating circumstances.

24. 2) Funerals -

25. An allowance of one (1) day shall be granted to attend
26. the funeral of other relatives or a close friend of
27. the administrator.

28. 3) Personal -

29. Absence of three (3) days per year may be granted to an
30. administrator without reduction in pay for personal
31. business which cannot be performed other than during
32. hours of employment.

33. 4) Legal Proceedings -

34. Time necessary for appearances in any legal proceedings
35. connected with the school system or which involves a
36. South Brunswick student which the administrator is re-
37. quired or requested to attend shall be granted without
38. loss of pay. No salary deductions shall be made for

39. absence when subpoenaed to be a witness in court.
40. Those regular employees called for jury duty shall
41. be paid at their regular rate less compensated fees
42. for jury duty. (Board Policy section 3.3.17.1,
43. Adopted March 28, 1962).'

ARTICLE VI. SABBATICAL LEAVE

1. All persons included in this proposal shall be entitled
2. to be granted a sabbatical leave for study or other
3. reasons valuable to the school system subject to the
4. following conditions:

5. A. DURATION

6. A sabbatical leave shall be for one (1) full year at
7. half (1/2) salary or for half (1/2) a year or smaller
8. fraction thereof at full salary.

9. B. ELIGIBILITY

10. Personnel are eligible to be granted a sabbatical leave
11. after they have completed seven (7) years of service
12. in the South Brunswick Township Schools.

13. C. LIMITATIONS

14. No more than one or the equivalent of one of the per-
15. sonnel included in this Agreement shall be granted
16. sabbatical leave during any school year. When more
17. than one person is granted sabbatical leave within the
18. limitations set forth above, the total time granted is

19. not to exceed six (6) months. The Superintendent may
20. determine that additional leaves would be of benefit
21. to the school system.

22. D. TEMPORARY VACANCIES

23. When an administrator is granted a sabbatical leave,
24. his position and all other administrative positions in
25. the school system will be filled during such leave un-
26. less it is determined by the Superintendent and the
27. Principal of the building concerned, or solely the
28. Superintendent for Central Office positions, that it
29. is inappropriate to fill the position during the per-
30. son's absence. The Superintendent of Schools shall be
31. responsible for the development of appropriate rules
32. and regulations to implement this article.

ARTICLE VII.¹ VACATIONS

1. A.¹ ALLOCATED DAYS

2. All personnel included in this agreement shall be en-
3. titled to 22 days vacation each year and all holidays
4. which occur when school is closed. A flexible work
5. schedule shall be in effect during Christmas and
6. Easter vacations. All vacations shall be arranged in
7. accordance with the best interests of the school
8. system.

9. B.¹ SEPARATION FROM DISTRICT

10. 1) A member who dies shall have payment for his un-
11. used vacation days given to his estate.
12. 2) A member who resigns or retires during the contract
13. year shall receive cash payment for those unused vaca-
14. tion days accumulated up to date of termination.

ARTICLE VIII.⁴ ADMINISTRATIVE VACANCIES

1. A.¹ NOTIFICATION

2. Notices of Administrative Vacancies, including salary
3. range, shall be sent to each administrator not less
4. than ten (10) work days prior to the final date of
5. application. In the event that an administrator
6. wishes to file for any vacancy which may occur during
7. a leave of absence, said administrator shall notify
8. the Superintendent of Schools of said interest and
9. the type of position for which application would be
10. made. The Superintendent of Schools shall make every
11. effort to notify the person of an existing vacancy.

12. B.¹ APPLICATION

13. Applicants for administrative positions within the dis-
14. trict shall be given consideration for any position
15. for which application is made, including an interview
16. with the appropriate personnel. Unsuccessful appli-
17. cants from within the district shall be notified in
18. writing.

ARTICLE IX. PARTICIPATION PLAN

1. A. RIGHTS AND RESPONSIBILITIES

2. It shall be the right and responsibility of the admin-
3. istrative staff to participate in the development of
4. the educational program and professional practices
5. in accordance with the procedures described in Board
6. policy and/or rules and regulations. It shall also
7. be the right and responsibility of the administrative
8. staff to participate in the development and/or revi-
9. sion of policies or rules and regulations or nego-
10. tiated agreements which govern the development of the
11. educational program, student, professional and non-
12. professional personnel practices, determination of
13. educational materials, and use of school facilities.
14. These policies and rules and regulations shall include
15. matters covered in the Board Policy Manual as well as
16. any negotiated agreements with other professional
17. groups.

18. B.1 DEFINITION OF PARTICIPATION

19. Participation shall mean taking part in a cooperative
20. development of policies through sharing of ideas, con-
21. siderations, and concerns. Such participation could
22. take place during the fifth Monday of Month Meetings,
23. an appointed special committee, and Administration
24. Council Meetings.

25. C.1 NOTIFICATION OF INTENTION TO CHANGE POLICY

26. 1) The Board shall notify the Association of its in-
27. tention to change policies and/or rules and regulations
28. listed in the Board Policy Manual and other items listed
29. in Part A, at least thirty (30) calendar days prior
30. to action at a public Board meeting. Within ten (10)
31. calendar days of notification, the Association shall
32. notify the Board in writing whether or not it wishes
33. to meet or consult with the Board on this matter. If
34. a meeting is desired by either party, it shall be held
35. at least ten (10) days prior to public action.

36. 2) Emergency -

37. In the event that a situation should arise which re-

38. quires an immediate change in policy or the adoption
39. of a new policy, the notification dates mentioned above
40. shall be nullified. Either party may then request an
41. emergency meeting to discuss the situation and to
42. develop a policy statement for immediate adoption.

43. D. PROCEDURE FOR ESTABLISHING CALENDAR

44. A committee of five, two members chosen by the South
45. Brunswick School Administrator's Association and three
46. members chosen by the South Brunswick Education Associ-
47. ation, will recommend a school calendar for the coming
48. school year. One person from the Central Office Admin-
49. istration shall meet with the committee as a non-voting
50. consultant. The first meeting will be set by the Super-
51. intendent before March 1. By the first Monday of April,
52. the committee will report its recommendations to the
53. Superintendent of Schools for approval. Any change in
54. the recommendations will be discussed with the commit-
55. tee by the Superintendent before adoption by the Board
56. of Education. The school calendar will be adopted no
57. later than the first regular Board Meeting in May.

ARTICLE X. RIGHTS OF THE BOARD

1. A. The Board reserves to itself sole jurisdiction and
2. authority over matters of policy and according to pro-
3. visions of State law, retains the right, subject only
4. to the limitations imposed by the language of this
5. Agreement, in accordance with applicable laws and
6. regulations,
7. (a) to hire, promote, transfer, assign and retain
8. employees in positions within the school district, and
9. for just cause to suspend, demote, discharge or take
10. other disciplinary action against employees,
11. (b) to abolish any such positions for reasons of economy
12. or because of reduction in the number of pupils or of
13. change in the administrative or supervisory organi-
14. zation of the district or for other good cause (18A:29-9),
15. (c) to maintain the efficiency of the school district
16. operations entrusted to them,
17. (d) to determine the means by which such operations
18. are to be conducted and,

19. (e) to take whatever actions may be necessary to
20. carry out the mission of the school district in
21. situation of emergency.
22. The rights of the Board shall include, but not be
23. limited to, the provisions set forth in this Article.

24. B. It is understood by all parties that under the
25. rulings of the courts of New Jersey and the State
26. Commissioner of Education, the Board is forbidden
27. to waive any rights or powers granted it by law.

ARTICLE XI. INSURANCE

1. The Board of Education shall provide for employee
2. insurance program as follows:
3. A. Blue Cross - Blue Shield - Rider J and Major Medical
4. B. Dental Insurance - Employee coverage only
5. C. Extended disability; Health or Hardship Leave:
6. 1) Total Disability -
7. "Total disability" shall mean one which,
8. (a) results from bodily injuries or disease, and
9. (b) wholly prevents the employee from engaging in his
10. regular occupation; or assuming duties assigned by his
11. superior taking into consideration the nature and degree
12. of the disability.
13. (c) The employee must be under the care of a physician. The
14. Board may require examinations and statements from doctors
15. of its own choosing as frequently as it is deemed necessary.
16. 2) Eligibility -
17. (a) Extended total disability benefits shall be payable
18. to all full time employees who are on an annual con-
19. tractual arrangement with the South Brunswick School

20. System, regardless of the term of service previously
21. performed prior to total disability.

22. (b) Benefits shall not be available to any employee
23. who has been notified in writing that his services
24. are to be terminated or his contract not renewed,
25. prior to the start of total disability, except as
26. provided in paragraph (d) below.

27. (c) Benefits shall also not be available to any employ-
28. ee who submits his resignation in writing prior to
29. start of his total disability.

30. (d) Benefits to an employee whose services are to be
31. terminated by a specific date, for whatever reason,
32. and whose total disability preceded the notice of
33. termination of such services, shall be paid only to
34. the date of such termination provided employee is
35. totally disabled at that time.

36. (e) A recurrence of the same disability within 180 days
37. of discontinuance of benefits shall be considered a
38. continuation of the original disability.

39. 3) Benefits -

40. (a) The amount and duration of such benefits shall be

41. determined by the employee's current salary, length
42. of service, and the number of sick days utilized prior
43. to the commencement of this benefit.

44. (b) The amount of the monthly payments shall be deter-
45. mined in the following manner:

46. 1) The basic monthly salary shall be computed by
47. dividing the annual salary by the number of months
48. the employee is required to perform service, as pro-
49. vided in the annual contract.

50. 2) Benefit payments shall be increased by 1/2 percent
51. above the basic 50% payment for each sick day used
52. after the first thirty calendar days of total disabil-
53. ity, and prior to the commencement of benefit payments;
54. e.g., an employee uses 40 sick days, after the first
55. 30 calendar day waiting period, to cover his absence
56. under this program. On the basis of 1/2% for each of
57. these days, the percentage factor would be added to
58. the basic 50% or 70%. Employee, in this case, would be en-
59. titled to a monthly benefit of 70% of his regular mon-
60. thly contract salary.

61. (c) Monthly benefit payments shall not exceed 80% of

62. an employee's regular monthly contract salary. (60 or
63. more sick days provides an 80% factor.)

64. (d) The number of months that benefits shall be pay-
65. able shall be determined by dividing the total number
66. of service as an employee by four. Benefits shall be
67. payable for a portion of a month.

68. (e) In no case shall benefits be payable concurrently
69. with payments received by an employee for retirement
70. or disability under the Social Security Program or
71. any state employees or teachers pension plan.

72. (f) Benefits under this program shall be reduced by
73. the amount of any Workmen's Compensation payable.

74. 4) Exclusions of Benefits -

75. (a) Benefits shall not be payable for a disability re-
76. sulting from:

77. 1. Pregnancy

78. 2. Disease or bodily injury willfully and inten-
79. tionally self-inflicted.

80. 3. Injury incurred or disease contracted prior to
81. becoming an employee of the South Brunswick School
82. System, unless employed for more than three years

83. in this system.

84. 4. Declared or undeclared war, insurrection,
85. invasion, rebellion, revolution, Civil
86. War, or Civil Riot.

87. (b) Benefits shall not be payable while a salary is
88. being paid through the use of accumulated sick leave.

89. 5) Procedure for Applying for Benefits -

90. (a) An application for total disability benefits under
91. this program must be accompanied by a physician's cer-
92. tificate listing the nature of the condition and the
93. probable length of total disability of the employee.

94. (b) An application for total disability shall be sub-
95. mitted only after the maximum sick leave days, deter-
96. mined by the employee, have been used to cover absence
97. resulting from his total disability.

98. (c) An employee need not use all sick leave days to-
99. ward his absence when applying for benefits under this
100. program, but only those days used shall be considered
101. in computing the percentage factor for monthly bene-
102. fits, as described under item (b) of Benefits.

103. OFFICIAL LEAVE OF ABSENCE

104. The Board shall provide, at the Administrator's ex-
105. pense, for continuance of health-care insurance and
106. during an official leave of absence on the terms
107. detailed in the master policies and contracts agreed
108. upon by the Board and the Association.

109. RETIREMENT COVERAGE

110. The Board shall provide, at the Administrator's
111. expense, for continuance of health-care insurance
112. after retirement on the terms detailed in the
113. master policies and contracts agreed upon by the
114. Board and the Association.

Sick Leave Used After the
First 30 Calendar Days of
Total Disability:

Percentage Factor to be Applied
in Computing Monthly Payments
Under this Program:

27	63.5
28	64.0
29	64.5
30	65.0
31	65.5
32	66.0
33	66.5
34	67.0
35	67.5
36	68.0
37	68.5
38	69.0
39	69.5
40	70.0
41	70.5
42	71.0
43	71.5
44	72.0
45	72.5
46	73.0
47	73.5
48	74.0
49	74.5
50	75.0
51	75.5
52	76.0
53	76.5
54	77.0
55	77.5
56	78.0
57	78.5
58	79.0
59	79.5
60 or more	80.0

ARTICLE XII. LEGALITY OF AGREEMENT

1. This agreement shall be binding upon the Board and
2. the Association to the extent permitted under the
3. laws of the State of New Jersey and the United States.

ARTICLE XIII. DURATION OF AGREEMENT

1. This Agreement shall be effective as of July 1, 1977
2. and shall continue in effect until June 30, 1979,
3. subject to the Association's right to negotiate over
4. a successor agreement as provided in the Negotiations
5. Procedure of Article V, with the understanding that
6. the dates mentioned there refer to the year immediate-
7. ly preceding the expiration of this contract. It is
8. understood that such successor rights depend upon the
9. continued certification of the Association as the
10. exclusive bargaining agent for the South Brunswick
11. School District unit set forth in Article I, such con-
12. tinued certification being subject to the procedures
13. established by the Public Employment Relations Com-
14. mission of the State of New Jersey. This Agreement
15. shall not be extended orally and it is expressly under-
16. stood that it shall expire on the date indicated.

17. In witness whereof the parties hereto have caused
18. this Agreement to be signed by their respective
19. Presidents, attested by their respective secretaries.

FOR THE ASSOCIATION

Martin Bernstein
President

Stephanie Prid
Secretary

FOR THE BOARD

Kathleen S. Wickman
President

J. Bruce Bryan
Secretary