

contract number-419

DUP

**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**PARAMUS BOARD OF EDUCATION**

**AND**

**PARAMUS ADMINISTRATORS AND SUPERVISORS ASSOCIATION**

**JULY 1, 1994 - JUNE 30, 1996**

ARTICLE I

Recognition

Pursuant to Chapter 303, Public Laws, 1968, as amended and supplemented by the provisions of Chapter 123 of the Laws of 1974 (N.J.S.A. 34:13A-1 et seq.), the Board recognizes the Association as the exclusive negotiating representative for collective negotiations concerning the terms and conditions of employment for the following categories of personnel:

- |  |  |
|--|--|
| - High School Principal                                  | - Elementary Principals<br>10 months               |
| - Middle School Principals                               | - Middle School Vice<br>Principals                 |
| - Director of Curriculum                                 | - Coordinator of Adult and<br>Continuing Education |
| - High School Senior Vice Prin-<br>cipals/Vice Principal | - High School Department<br>Supervisors 10 months  |
| - Elementary Principals<br>12 months                     | - High School Department<br>Supervisors 12 months  |

(the employees in the foregoing categories being sometimes hereinafter referred to as "Administrators"); Department Supervisors, High School (hereinafter referred to as "Supervisors").

ARTICLE II

Duration and Amendment

This Agreement shall be effective as of July 1, 1994 and shall continue in effect until June 30, 1996.

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.

If any provision of this Agreement, or any interpretation, application or administration thereof, shall be determined by a court or administrative agency having jurisdiction thereof to be contrary to law, such provision, interpretation or administration shall be deemed invalid and stricken herefrom the extent required by such determination. All other provisions hereof shall remain in full force and effect.

### ARTICLE III

#### Board-Administrator/Supervisor Relationships

The Board and the Association acknowledge that the efficient and effective operation of the Paramus school system depends on a clear recognition of the Board's policy making role on the one hand and the administrative role of the employees represented by the Association on the other hand and that, for day to day operations, the Board and the Association agree that strict observance of the established line and staff relationships is essential to efficient and sound administration of the Paramus school system.

A liaison committee consisting of designated members of the Association, the Superintendent of Schools and designated members of the Board shall meet for the purpose of maintaining close communication on matters relating to policies, procedures, problems, practices, duties and responsibilities pertinent to the operation of the Paramus school system. These meetings shall take place at a mutually agreed time, and may be initiated by either party. Agendas shall be formulated and exchanged between both parties prior to such meetings.

## ARTICLE IV

### Calendar

The Board and the Association agree that it is the responsibility of each Administrator and Supervisor to structure his/her time and organization to insure that all duties are performed and obligations met. This concept recognizes the professional nature of the position and that any time limitation diminishes the position. Nevertheless, the demands of the position can be so time consuming as to warrant the following guarantee:

#### A. Twelve Month Contract Administrators and Supervisors

1. A twenty-two (22) day vacation for twelve month contract Administrators during the months of July and/or August provided such Administrators shall have worked the full preceding contract period. Such Administrators who have worked for a lesser period of time shall have a vacation period on a pro-rata basis.
2. Twelve month contract Administrators may avail themselves of all holidays and recess periods during the school year, provided such does not interfere with their primary responsibilities and providing administrative personnel are available at all times.
3. The contract period shall be July 1 to June 30 for each of the two years of the Agreement.

#### B. Ten Month Contract Administrators

1. Ten month contract Administrators shall be granted holidays and recess periods in accordance with the school calendar.
2. The contract year shall be defined as September 1st through June 30th plus such additional days prior to the opening of school and following the closing of school as may be required to assure an orderly and efficient operation.

3. In addition, elementary principals may be called upon for up to seven days of service in any year in connection with District-wide activities to be determined by the Superintendent. Such assignments shall be rotated with the scheduling of days to be worked out mutually between the Superintendent and the principals involved.

C. Ten Month Contract Supervisors

1. Supervisors shall be granted holidays and recess periods in accordance with the school calendar.
2. The contract year shall be defined as three (3) days prior to the opening of school and three (3) days following the closing of school. However, Supervisors shall be available for special curriculum assignments during vacation periods, which assignments shall be made on an equitable basis and shall be compensated for on a pro rata basis of a Supervisors annual salary.
3. Supervisors shall be assigned to teach a maximum number of class periods per day, based upon the following schedule of teachers for which each such supervisor is responsible as primary evaluator:
  - a. One (1) to Seven (7) Teachers - 3 class periods per day.
  - b. Eight (8) to Fourteen (14) Teachers - 2 class periods per day.
  - c. Fifteen (15) or more Teachers - 1 class period per day.
  - d. In the event that Departments are combined, the teaching assignment for a Supervisor will be determined by the High School Principal in consultation with the Superintendent of Schools; provided, however, that the assignment shall not exceed one class period per day.

ARTICLE V

Absence for Personal Business

If it becomes necessary for an Administrator/Supervisor to be absent from his/her building to attend to personal business, he/she will discuss the matter with the building Principal prior to discussion with the Superintendent who may approve or disapprove such request.

## ARTICLE VI

### Sick Leave

#### Sick Leave:

##### A. Types:

##### 1. Cumulative

Sick Leave - Every Administrator and Supervisor will be allowed sick leave with full pay for a minimum of ten (10) school days if employed under a ten (10) month contract; or, if employed under a twelve (12) month contract, shall be allowed a minimum of twelve (12) working days in each contract year. Said sick leave shall be cumulative, and any such sick leave that remains unutilized at the end of any school year (in the case of Administrators and Supervisors employed under a ten (10) month contract) or contract year (in the case of Administrators employed under a twelve (12) month contract) shall be carried from year to year unless and until it is used in any of the subsequent years.

##### 2. Prolonged Statutory

If an Administrator's or Supervisor's absence shall be the result of a personal injury caused by an accident arising out, and in the course of his/her employment, such Administrator or Supervisor shall be allowed sick leave with full pay for the entire period of such absence for up to one (1) calendar year. Such leave shall not be charged to the sick leave provided in



Paragraph 1 of this section. In accordance with N.J.S.A. 18A:30-2.1, any amount of salary or wages paid or payable under this subsection shall be reduced by the amount of any workmens' compensation award made for temporary disability pursuant to Title 34 of the New Jersey Statutes.

3. Prolonged-Discretionary

If the nature of an illness or injury, other than an injury caused by an accident arising out of and in the course of his/her employment, shall be such as to require an Administrator's or Supervisor's absence for a consecutive number of days in excess of the aggregate number of days for which full pay shall be payable under Paragraph 1 of this section, the Board may, if the Superintendent shall so recommend,

- (a) Terminate the Administrator's or Supervisor's employment by reason of inability of the Administrator or Supervisor to return to work within a reasonable time; or
- (b) Grant a leave of absence not exceeding a total of one (1) calendar year, computed from the date of commencement of such illness or injury. For all or a part of the portion of such leave that is in excess of the days for which full pay shall be payable under Paragraph 1 of this Section, the

Board may, in its sole discretion, on a case to case basis, grant

- (1) Leave with full pay less the amount of the prevailing rate of pay for substitute Administrators or Supervisors, or
- (2) Leave with partial pay, or
- (3) Leave with no pay.

B. Procedures

1. Physicians' Certificate

An Administrator or Supervisor shall promptly comply with each request that a physician's certificate be furnished in connection with any sick leave claim.

2. Records

The Board shall cause to be maintained for each Administrator or Supervisor a cumulative record of absences for which sick leave has been granted. Said records shall note the dates of absence and the type of sick leave granted in each case. The Board shall annually issue to each Administrator and Supervisor a statement of his/her unused accumulation of sick leave days as of the end of the school year.

3. Notification

As soon as an Administrator or Supervisor shall find it necessary to be absent because of illness or emergency, he/she shall, as soon as he/she is able to do so, cause notice to be given of such absence.

## ARTICLE VII

### Grievance Procedure

The Association believes that the adoption of a grievance procedure is a most valuable asset in the smooth functioning of a school system and to the improvement of morale. No matter how hard two interacting parties attempt, in good faith, to avoid disagreements, differences of opinion will arise from time to time. An orderly and peaceful method of resolving these differences is infinitely preferable to frustrated acquiescence, disruptive concerted action, or expensive legal action.

A grievance exists when an Administrator or Supervisor or the Association claims there has been a violation, misapplication or misinterpretation of the Agreement or of any existing written policy of the Board affecting the terms and conditions of employment of an Administrator or Supervisor.

Nothing in this Agreement shall prevent any Administrator or Supervisor from discussing his/her grievance with his/her appropriate superior provided that the resolution of the grievance is not inconsistent with terms and conditions of employment of the Administrator or Supervisor represented by the Association.

Level 1 - Superintendent:

- A. An Administrator or Supervisor or the Association, having a grievance shall, within five (5) school days of the date the grievance arose, discuss it with the Superintendent.
- B. If the grievance is not resolved informally, it shall be reduced to writing and presented to the Superintendent within ten (10) days of the date the grievance arose. Within five (5) school days after the written grievance is presented to him, the Superintendent shall, without any further consultation with the aggrieved party or any party in interest, render a decision thereon in writing, and present it to the Administrator or Supervisor and the Association. Failure of the Superintendent to render a decision as aforesaid shall mean the grievance is denied.

Level 2 - Board of Education:

- A. If the Administrator or Supervisor or the Association is not satisfied with the decision at Level 1, the Administrator or Supervisor or the Association may file an appeal in writing with the Board within fifteen (15) school days after receiving the decision at Level 1. The official grievance record maintained by the Superintendent shall be available for the use of the Board.

- B. Within fifteen (15) days after receipt of an appeal, the Board or its designee shall hold a hearing on the grievance.
  
- C. Within ten (10) school days after the conclusion of the hearing, the Board or its designee shall render a decision, in writing, on the grievance. Copies of the decision shall be distributed to the grievant, the Superintendent, and the Association.

Level 3 - Arbitration:

- A. After such hearing, if the Administrator or Supervisor and/or the Association is not satisfied with the decision at Level 2, the Administrator or Supervisor or the Association may submit the grievance to arbitration by written notice to the Board within (15) school days after receiving the decision at Level 2.
  
- B. Within five (5) days after such written notice of submission to arbitration, the Board and the Association will agree upon a mutually acceptable arbitrator competent in the area of the grievance and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within said period, a request for a list of arbitrators will be made to the American Arbitration Association by either party. The parties

will then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

- C. The selected arbitrator will hear the matter promptly and will issue his recommendation not later than fourteen (14) calendar days from the date of the close of the hearing or, if an oral hearing has been waived, from the date the final statements and proofs are submitted to the arbitrator. The arbitrator's recommendation will be in writing and will set forth his findings of fact, reasoning and conclusions on the issues.
- D. The arbitrator shall have no power or authority to make any recommendation which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement.
- E. The recommendation of the arbitrator shall be advisory.
- F. The cost for the services of the arbitrator, including expenses, if any, shall be borne equally by the Board and the Association.

ARTICLE VIII

Salaries

The Board and the Association agree to establish a separate salary guide for each of the following positions:

- I. High School Principal
- II. Middle School Principal
- III. Director of Curriculum and Instruction
- IV. Elementary Principals (12 months)
- V. High School Vice Principals
- VI. Middle School Vice Principals
- VII. Elementary School Principals (10 months)
- VIII. Coordinator of Adult and Continuing Education
- IX. High School Department Supervisors (10 months)
- X. High School Department Supervisors (12 months)

The following salary program shall be implemented for a one (1) year period from July 1, 1994 to June 30, 1996 for Administrators and Supervisors rendering satisfactory service:



- A. For the 1994-95 and 1995-96 school years Administrators and Supervisors shall be placed upon the appropriate step of the salary guide set forth in Schedule "A" attached hereto.
- B. Placement of each association member upon the appropriate step of the salary guide is contingent upon their rendering satisfactory service to the District and shall not be operative in cases where an Association member has had a salary increase withheld by the Board according to law.
- C. No Association member shall be paid less than a regular teaching staff member at the maximum step of the Masters Degree plus 45 credits teachers salary guide.
- D. Administrators and Supervisors shall be notified, not later than April 30th of each year, of their contract and salary status.

ARTICLE IX

Medical Benefits

A. Health Insurance

The Board and Association agree that the following insurance benefits shall be granted to Administrators and Supervisors:

1. The Plan

The health care insurance and Major Medical program provided by the New Jersey Blue Cross-Blue Shield Plan with Rider J, and Major Medical riders for complications of pregnancy, extended care facilities, and private duty nurse care in the amount of up to \$1,500.00, and including prevailing fee provisions, shall remain in effect for each participating Administrator and Supervisor for and during the period of his/her employment by the Board.

2. Premium Payments

The Board shall pay the full premium chargeable to each participating Administrator and Supervisor, for either single, husband-wife, or family coverage, whichever may be applicable. The Board, the Association, and the Administrators and Supervisors agree to cooperate to try to avoid situations in which Administrators and Supervisors who have independent New Jersey Blue Cross-Blue

Shield and/or Rider J coverage receive duplicate coverage under this Agreement.

3. Non-Coverage and HMO Option

Administrators and Supervisors who are eligible for but who do not participate in the health insurance plan for medical/hospitalization coverage shall be provided with a cash payment as follows:

- a. Administrators and Supervisors who voluntarily elect to waive coverage shall be entitled to receive thirty-three (33%) percent of the premium cost of the waived insurance for each year insurance is waived.
- b. Payment of the monies in "1" above shall be made by separate check on the last work day of the school year.
- c. Administrators and Supervisors must waive such insurance for a full year (July 1 through June 30) to be eligible for payment. Notification of waiver must be made by April 15th in order to waive for the upcoming year.
- d. Any Administrator or Supervisor who waives coverage may re-enroll for the next year during the open enrollment period, no later than April 15th.

- e. Any newly hired administrator or Supervisor shall have an option to waive insurance coverage, but only after said employee has discussed this option with the Association President.
- f. If an Administrator or Supervisor waives insurance coverage for any period July 1 through June 30, he/she may advise the BOARD of an immediate need to reinstitute insurance coverage. Upon such notification, the BOARD shall pay to the Administrator or Supervisor in lieu of thirty-three (33%) percent payment the proportionate cost of its insurance premium for the period of time during the year not waived by the Administrator or Supervisor. The Administrator or Supervisor shall then make his/her own arrangements to utilize these funds for alternate insurance coverage until such time as the next open enrollment period.
- g. An Administrator or Supervisor who selects HMO coverage in lieu of Blue Cross-Blue Shield/Major Medical shall receive thirty-three (33%) percent of the savings between the premium cost of Blue Cross-Blue Shield/Major Medical and the premium cost for the HMO plan. In

addition, this option shall apply to all Administrators and Supervisors who are presently enrolled in the HMO Plan.

B. PRESCRIPTION, OPTICAL AND DENTAL PLAN

The Board shall provide all Administrators, Supervisors and their applicable dependents with the Blue Cross/Blue Shield Prescription Plan (5.00 co-pay), the Vision Care Optical Plan and the Delta Dental Plan purchased for teachers.

1. PRESCRIPTION PLAN

The Board shall, for the 1994-95 school year contribute up to, but not more than, an aggregate of eighteen thousand nine hundred ninety-two dollars (\$18,992.)\* and for 1995-96 eighteen thousand nine hundred ninety-two (\$18,992.)\* toward the annual premium cost of a five dollar (\$5.00) co-pay Prescription Plan to be purchased and administered by the Board for individual administrators and supervisors and their spouses and dependent children.

2. OPTICAL PLAN

The Board shall, for the 1994-95 and 1995-96 school years contribute up to, but not more than, an aggregate of two thousand-four hundred seventy seven dollars (\$2,477.)\* toward the annual premium cost if an Optical Plan to be purchased and administered by the Board for individual administrators and supervisors and their spouses and dependent children.

The appropriate amount that will be contributed is based on the assumption that there are twenty-one (21) administrators and supervisors. The Board shall expend no more than the applicable amount of one-hundred seventeen dollars and ninety-six cents (\$117.96) per administrator/supervisor.

3. DENTAL PLAN

The Board shall, for the 1994-95 school year contribute up to, but not more than an aggregate of seventeen thousand five hundred ninety-four dollars and sixty-four cents (\$17,594.64)\* toward the annual premium cost of a Dental Plan to be purchased and administered by the Board for individual administrators and supervisors and their spouses and dependent children.

The appropriate amount that will be contributed is based on the assumption that there are twenty-one (21) administrators and supervisors. The Board shall expend no more than the applicable amount of eight hundred thirty-seven dollars and eighty-four cents (\$837.84) per administrator/supervisor.

The Board shall, for the 1995-96 school year contribute up to, but not more than an aggregate of seventeen thousand five hundred ninety-four dollars and sixty-four cents (\$17,594.64.)\* dollars toward the annual premium

cost of the Dental Plan to be purchased and administered by the Board for individual administrators and supervisors and dependent children.

The appropriate amount that will be contributed is based on the assumption that there are twenty-one (21) administrators and supervisors. The Board shall expend no more than the applicable amount of eight hundred thirty-seven dollars and eighty-four cents (\$837.84).

4. EXCESS COSTS

In the event the cost of the premiums for the Prescription, Optical, and Dental Plans exceeds the allocated amounts, the excess cost shall be assumed by the Association in the first year of a successor agreement.

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\*Note: The amount is based on the assumption that there are twenty-one (21) administrators employed by the Board as of July 1, 1994. Those employed have selected the following coverage: four (4) single; seventeen (17) family; and zero (0) parent and child.

ARTICLE X

Reimbursements

A. PROFESSIONAL MEMBERSHIP

The Board shall provide for reimbursement for membership in professional organizations and/or associations which will contribute significantly to the professional growth and development of an Administrator or Supervisor and enhance his or her services to the district. Membership in specific organizations and/or associations shall be subject to the approval of the Superintendent and the annual reimbursement to each Administrator and Supervisor shall not exceed in the aggregate \$330.00.



ARTICLE XI

Retirement Stipend

A. Each Administrator and Supervisor, who shall have rendered fifteen (15)\* or more years of service to the Paramus Public Schools as of the date of his/her retirement, and who shall retire for the following reasons during the following time periods or as of the following date, shall receive a retirement stipend determined by multiplying (i) a sum equal to fifty (50%) percent of the number of that Administrator's or Supervisor's unused days of cumulative sick leave as of the date of retirement (the "Reimbursable Days") times (ii) the following dollar amounts:

<u>Reason</u>	<u>Date or Time Period</u>	<u>Dollar Amount</u>
Retirement	7/1/94 - 6/30/96	\$70.00 (Reimbursable Days 1-50 Inclusive) \$85.00 (Reimbursable Days 51 - 100 Inclusive) \$100.00 (Reimburs- able Days 101 and above)

In no event shall any retirement stipend paid under this provision exceed fifteen-thousand (\$15,000) dollars.

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\* Exception to this article shall be made for administrators with at least ten (10) years' service to Paramus as an administrator and who retire at age 55 years or older.

This benefit shall be paid within thirty (30) days of the date of retirement except that, at the option of the retiree, the benefit may be paid in January of the immediately ensuing calendar year.

B. In the event of the death of an Administrator or Supervisor, while actively employed in the Paramus School District, his/her beneficiary, as stipulated on his pension insurance (Teacher's Pension and Annuity Fund), shall receive the amount determined by the computation in Paragraph A above.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be signed and sealed the day and year first above written.

PARAMUS BOARD OF EDUCATION

By: 

President

PARAMUS ADMINISTRATORS AND  
SUPERVISORS ASSOCIATION

By: 

President

SCHEDULE "A"  
 ADMINISTRATORS/SUPERVISORS SALARY PROGRAM  
 FOR THE 1994-95 AND 1995-96  
 SCHOOL YEARS

CATEGORY

I. High School  
 Principal

	<u>1994-95</u>	<u>1995-96</u>
Step (1)	\$89,732.	\$92,538.
(2)	91,232.	94,038.
(3)	92,732.	95,538.
(4)	94,232.	97,038.
(5)	95,732.	98,538.
(6)	97,232.	100,038.
(7)	98,732.	101,538.
(8)	100,232.●	103,038.●

II. Middle School  
 Principals

	<u>1994-95</u>	<u>1995-96</u>
Step (1)	\$82,120.	\$84,714.
(2)	83,620.	86,214.
(3)	85,120.	87,714.
(4)	86,620.	89,214.
(5)	88,120.	90,714.
(6)	89,620.	92,214.
(7)	91,120.	93,714.
(8)	92,620.●●	95,214.●●

III. Director of  
 Curriculum and  
 Instruction

	<u>1994-95</u>	<u>1995-96</u>
Step (1)	\$82,120.	\$84,714.
(2)	83,620.	86,214.
(3)	85,120.	87,714.
(4)	86,620.	89,214.
(5)	88,120.	90,714.
(6)	89,620.	92,214.
(7)	91,120.	93,714.
(8)	92,620.●	95,214.●

IV. High School Senior Vice  
Principal/Vice Principal

	<u>1994-95</u>	<u>1995-96</u>
Step (1)	\$82,040.	\$84,631.
(2)	83,540.	86,131.
(3)	85,040.	87,631.
(4)	86,323.●	89,131.
(5)	88,040.	90,240.●
(6)	89,540.	92,131.
(7)	91,040.	93,631.
(8)	92,540.	95,131.

V. Elementary School  
Principals (12  
months)

	<u>1994-95</u>	<u>1995-96</u>
Step (1)	\$81,375.	\$83,948.
(2)	82,875.	85,448.
(3)	84,375.	86,948.
(4)	85,875.	88,448.
(5)	87,802.●	89,948.
(6)	88,875.	91,760.●
(7)	90,283.●	94,311.●
(8)	91,875.●●	94,448.●●

VI. Elementary Principals  
(10 months)

	<u>1994-95</u>	<u>1995-96</u>
Step (1)	\$78,677.	\$81,174.
(2)	80,177.	82,674.
(3)	81,677.	84,174.
(4)	83,177.	85,674.
(5)	84,677.	87,174.
(6)	86,177.	88,674.
(7)	87,677.	90,174.
(8)	89,177.	91,674.

VII. Middle School  
Vice Principals

	<u>1994-95</u>	<u>1995-96</u>
Step (1)	\$77,273.	\$79,730.
(2)	78,773.	81,230.
(3)	80,273.	82,730.
(4)	81,773.	84,230.
(5)	83,273.	85,730.
(6)	84,773.	87,230.
(7)	86,273.	88,730.
(8)	87,773.●●	90,230.●●

VIII. Coordinator of  
Adult and Con-  
tinuing Educa-  
tion

	<u>1994-95</u>	<u>1995-96</u>
Step (1)	\$65,664.	\$69,852.
(2)	67,164.	71,352.
(3)	68,664.	72,852.
(4)	70,164.	74,352.
(5)	71,664.	75,852.
(6)	73,164.	77,352.
(7)	74,664.	78,852.
(8)	78,164.●	80,352.●

IX. High School  
 Department  
 Supervisors  
 (10 months)

	<u>1994-95</u>	<u>1995-96</u>
Step (1)	\$65,902.	\$68,041.
(2)	67,402.	69,541.
(3)	68,902.	71,041.
(4)	70,402.	72,541.
(5)	71,902.	74,041.
(6)	73,402.	75,541.
(7)	74,902.	77,041.
(8)	76,402.●●	78,541.●●

X. High School  
 Department  
 Supervisor  
 (12 months)

	<u>1994-95</u>	<u>1995-96</u>
Step (1)	\$70,105.	\$72,362.
(2)	71,605.	73,862.
(3)	73,105.	75,362.
(4)	74,605.	76,862.
(5)	75,931.●	78,362.
(6)	77,605.	79,557.●
(7)	80,143.●●●	81,362.
(8)	80,605.●●	82,862.●●●●●

SALARY PROGRAM - SCHEDULE "A"

A. ASSOCIATION MEMBERS

During the 1994-95 contract year Administrators and Supervisors who have rendered satisfactory service and have not reached the maximum step on the appropriate salary guide shall receive a salary increase of 2.9 percent plus an increment of \$1,500. Administrators and Supervisors who have rendered satisfactory service and have reached the maximum step on the appropriate salary guide shall receive a salary increase of 2.9 percent.

During the 1995-96 contract year Administrators and Supervisors who have rendered satisfactory service and have not reached the maximum step on the appropriate salary guide shall receive a salary increase of 2.8 percent plus an increment of \$1,500. Administrators and Supervisors who have rendered satisfactory service and have reached the maximum step on the appropriate salary guide shall receive a salary increase of 2.8 percent.

For the 1994-95 and 1995-96 contract year the Board establishes the following salary program to insure that no association member shall make less than a regular teaching staff member at the maximum step of the Masters Degree plus 45 credits teachers salary guide:

1. The Association members shall be placed on the proper step of the appropriate salary guide.
2. In the event the salary at that step is less than the salary established for regular teaching staff members at the maximum step of the MA+45 teachers guide, a sum of money will be added to the Administrators/Supervisors salary which will insure an annual salary of not less than the salary established for regular teachers at the Masters Degree plus 45 credit level.
3. The maximum salary for regular teachers at the Masters Degree plus 45 credits for the 1994-95 school year is \$71,078. The maximum salary for regular teachers at the Masters Degree plus 45 credits for the 1995-96 school year is \$73,508.

B. SENIOR VICE-PRINCIPAL

The Administrator holding the position of High School Senior Vice-Principal shall receive an annual stipend of \$500. This stipend shall be in addition to the salary established for the Senior Vice-Principal on the appropriate step of the High School Vice-Principal's Salary Guide.

C. MIDDLE SCHOOL PRINCIPAL

Administrators holding the position of Middle School Principal who have reached the maximum step on the Middle School Principal's Salary Guide shall receive an annual stipend of \$1,000. This stipend shall be in addition to the salary established for Administrators at the maximum step on the Middle School Principals Salary Guide.