

4-10-87 19-22  
VERNON TOWNSHIP BOARD OF EDUCATION AND VERNON TOWNSHIP ADMINISTRATORS ASSOCIATION  
AGREEMENT

PREAMBLE

This agreement entered into on 10/21/82 by the above parties, hereafter called the "Board" and the "Association". This agreement has been negotiated in keeping with state laws, state codes, court rulings, and PERC regulations. The agreement as written incorporates the full, entire and inclusive understanding of both parties regarding any and all matters which were or might have been negotiated. Any matters not so specified in this agreement are excluded from the negotiated agreement. This agreement is not to be modified in part or in whole by either party except by mutual agreement concluded by a mutually accepted and signed, written instrument.

Both parties accept that this agreement serves as a successor agreement until a new agreement is negotiated. Such negotiations to be in conformity with the annual PERC negotiations calendar. In the process of negotiations, neither party shall have control over the selection of representatives of the other party, and both parties agree that representatives have the appropriate power and authority to make proposals, consider proposals, and counter proposals, but such proposals are not binding until ratified by a simple majority of the association and a simple majority of the Board.

Nothing in this agreement shall modify, deny, violate, interpret, or expand laws and statutes of the state rulings of courts, or the education commissioner, or executive directives from the governor or attorney general. Should any part of the agreement be invalid by reason of the authority of a legal jurisdiction, legislative act, or governor's action, then the remainder of the agreement remains in full force and effect. It is further established that the employees included in the association will continue to serve under the direction of the superintendent and in accordance with Board policies, superintendent's directives, rules and regulations, consistent with the terms of the agreement. Such written, district-wide Board policies and superintendent's directives which are in force at the date of this agreement are to continue to be applicable during the term of this agreement provided they specifically, directly relate to the articles specified within the agreement and consistent with the agreement.

This agreement to remain in force for 3 years, effective July 1,

1982, terminating June 30, 1985.

Cathleen J. Bazzuto  
President, VTBE

George M. Chintala  
President, VTAA

10/21/82

Date

Robert J. Trace  
Witness

Special Note: All language three years (82/83, 83/84, 84/85); salary and insurance two years (82/83, 83/84).

*all lang further extends  
85/86, 86/87, 87/88*

*X 7/1/82 - 6/30/85*

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-1-

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE</u>
I	Recognition	1
II	Grievance Procedure	3
III	Responsibilities and Procedures	6
IV	Evaluation	7
V	Leaves	9
VI	Professional Development	14
VII	Salary Regulations	16
VIII	Insurance Benefits	17
IX	Miscellaneous Provisions	18
X	Salary Schedule (A)	20

ARTICLE I  
RECOGNITION

The Vernon Township Board of Education, hereinafter referred to as the "Board" recognizes the Vernon Township School Administrators Association, hereinafter referred to as the "Association", as the authorized representative for collective negotiations concerning terms and conditions of employment for administrative personnel as specified:

- A. This agreement, as stipulated, includes all matters subject to such negotiations and is all inclusive, all other matters are excluded from such negotiations.
- B. Persons represented by the Association are to be only full time, contracted, certified persons holding building administrative positions in the Vernon Township School District
- C. The Board and the Association agree to engage in good faith negotiations in accordance with Chapter 123 of the Public Laws of 1974, and its antecedent Public Law 303 of the Laws of 1968, and the regulations and rules established by the Public Employees Relations Commission. In preparation for negotiations, the Board shall make available relevant data requested by the Association, and permit inspection of all relevant public records.
- D. It is fully understood and accepted that all administrators have the right to freely organize, join, and support the Association for the purpose of

engaging in collective negotiations. As a duly elected governmental agency, under the authority of law in the State of New Jersey, the Board agrees that these rights of collective negotiations as conferred by the previously mentioned State Statutes, and the Federal and State Constitution, are fully conferred upon the Association, and matters relative to terms and conditions of employment shall not be applied in a discriminatory fashion against any member of the Association because of participation in lawful activities of the Association including collective negotiations or filing of a grievance, or other factor having to do specifically with Association matters specifically described within this Agreement and within the process of collective negotiations. Further, nothing construed within this Agreement is intended to modify, deny, restrict, expand, interpret, or violate rights for individuals, the Board, or the Association, as described in the existing laws and statutes of Federal government and State of New Jersey, including such constitutions, rulings of the State Commissioner of Education, and rulings of the court.

- E. The Board and Association agree to respect the powers, responsibilities, and authority of each as defined by Federal and State constitutions, Federal and State statutes, including Title 18A and Administrative Code VI, Federal regulations and State Board regulations, Executive orders, court rulings, rulings of the State Commissioner, rulings of PERC, policies of the Vernon Township Board of Education, and direction as established by the Superintendent of Schools, as chief administrative officer of the school district.
- F. In the event that any part of this Agreement is later ruled invalid by a court or any legislative act, then only that section so ruled shall become invalid, and the rest of this agreement shall remain in force.
- G. In keeping with the Federal Constitution and its amendments, the Association and its individual members have the right to give public expressions of agreement or dissent regarding district policies or procedures. Such expression is not to be construed as license to disrupt, or to be construed as an expression of disloyalty or to manifest or incite insubordination. Further, such public expressions are not with any understanding that the individual or Association will at any point fail to comply or conform with such policies, procedures, or assigned duties as established by the Board and its executive officers (Board President and/or Superintendent).

H. In all matters of this agreement and school operations, administrative personnel shall comply with the "chain of command" (for matters of reporting, requests, complaints, grievances, appeals, recommendations, or internal communications--vice principal to principal to superintendent to Board; in matters of direction, policy, procedures, supervision-- Board to superintendent to principal to vice principal).

ARTICLE II

GRIEVANCE PROCEDURE

A. Definitions

1. A "grievance" is a claim based upon an event or condition which allegedly violates the provisions of this agreement between the Board of Education and an aggrieved person.
2. An "aggrieved" person is the person or persons making the claim.
3. A "party in interest" is the person or persons making the claim and any one person or persons who might be required to take action or against whom action might be taken in order to resolve the claim.
4. The counting of days for time limits shall commence at midnight of the day the grievance is received.
5. The term "grievance", however, shall not apply to any matter as follows:
  - a) for which a method of review is presently prescribed by law or State Board rule having the force and effect of a law; a matter affecting an employee as arisen by the reason of the application of any rule or regulation of the State Commissioner of Education, or
  - b) which is a complaint of a non-tenure certified employee arising by reason of his/her not being re-employed, provided the employee had been informed previously at a conference with the administration of the fact that he/she will not be recommended for re-employment.

B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the welfare of, or terms and conditions of employment of employees.
2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with the immediate supervisor of the administrator.

C. Procedure

1. Time Limits - Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by a mutual written agreement.
2. Informal - An administrator with a grievance shall first discuss it with his immediate supervisor with the objective of resolving the matter informally.
3. Formal - If the aggrieved person is not satisfied with the disposition of his grievance through informal procedure, he shall file the grievance in writing with the Superintendent. The Superintendent will render a written decision within ten (10) school days after receipt of the written presentation of the grievance.
4. Board of Education - If the aggrieved person is not satisfied with the disposition of his grievance by the Superintendent, or if no written decision has been rendered within ten (10) school days after the grievance was delivered to the Superintendent, he may request in writing that the Association submit his grievance to the Board. If the Association determines that the grievance is meritorious it may submit the grievance to the Board within fifteen (15) school days after receipt of a request by the aggrieved person.
5. Appeal
  - a) If the aggrieved is not satisfied with the disposition of his grievance by the Board or if no decision has been rendered within fifteen (15) school days after the grievance was delivered to the Board of Education, he may within five (5) school days after a decision by the Board of Education or twenty (20) school days after the grievance was delivered to the Board of Education, whichever is sooner, request in writing that the Association appeal. If the Association determines that the grievance is meritorious, it may appeal the grievance within fifteen (15) school days.
  - b) Within twenty (20) school days after such written notice of appeal, the Board and the Association shall attempt to agree upon a mutually acceptable hearing agency and shall obtain a commitment from said hearing agency to serve. If the parties are unable to agree upon a hearing agency or to obtain such a commitment within the specified period, a request for a list of hearing officials may be made to PERC by either party. The parties shall follow the rules and procedures of PERC in the selection of a hearing officer.

c) The hearing officer so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his finding not later than twenty (20) days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted. The hearing officer's decision shall be in writing and shall set forth his finding of fact, reasoning and conclusions on the issues submitted. The hearing officer shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement.

d) The costs for the services of the hearing officer, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the party making the claim. Any other expenses incurred shall be paid by the party incurring same.

Rights of Administrators to Representation

1. Any aggrieved person may be represented at all stages of the grievance procedure by himself, or, at his option, by a representative selected or approved by the Association.
2. No reprisals of any kind shall be taken by the Board or any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

Miscellaneous

1. 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.

2. Forms

Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure. This shall be accomplished within twenty (20) school days after the agreement is signed. (Forms currently in force to remain in force.)

3. Meetings and Hearings

All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article.

ARTICLE III

RESPONSIBILITIES AND PROCEDURES

- A. The Board and the Association recognize the professional attainment and function of the building administrators stipulated within this Agreement. The Board will maintain current management practices as defined by existing Board policies and existing practices, and agrees not to submit to negotiations with any other collective organization, any management prerogatives currently in force, as assigned and delegated and contracted as a function of such administrators, and as established by existing, written procedures. Such functions to include matters relative to faculty and staff assignments and evaluation as appropriate to each building, matters of student supervision, student activities, student assignment, as appropriate to each building; matters of curricular and co-curricular activities and such development as appropriate to each building; matters of budget development, requisitioning, and purchasing appropriate to each building; matters of security, maintenance, and operations regarding buildings and grounds equipment as appropriate to each building, and as presently defined by written Board policies and written procedures. It is further understood and agreed, that the aforementioned listing is not toally inclusive, but rather typifies management and administrative functions as established by practice and written procedures. The aforementioned matter is based upon the fact that only duly contracted, certified, administrative personnel exclusively can be, and are responsible and accountable for educational activities as established by the Board under unit control.
- B. It is further agreed that the Board retains the prerogative to involve appropriate building administrators during the negotiations processes with faculty or non-faculty employee units if and when appropriate. Such presence is to monitor and insure the maintenance of management and administrative



functions and prerogative, and so that appropriate administrators may serve as assigned in an advisory capacity concerning such collective negotiations, to the superintendent and the Board to insure the primary mission of providing quality education and instruction to the students enrolled in school buildings under the direction of said administrators in the Vernon Township Schools.

- C. In keeping with State law, if any administrator is directed and required to appear before the Board, or any committee or member or agent thereof, concerning a matter which may directly bear upon and adversely affect the continued employment of said administrator in his office position or recommendations regarding granting of salary increments pertaining thereto, said administrator is to be given prior written notification of such a meeting and the causes and reason for this meeting or conference, and is entitled to have a representative of his choice present during said meeting or conference.

ARTICLE IV

EVALUATIONS

- A. Building administrators are to be observed and evaluated by contracted, certified administrators so designated by the school board, provided the superior-subordinate function is maintained. Such observations and evaluations are to be in compliance with statute and code. This article applies to employees who are both non-tenured and those who are tenured. Such observations/evaluations to meet requirements of NJSA 18A and NJAC Title 6; (appropriate statutes, codes, and rulings). Further, annually all administrators shall have a composite evaluation including performance appraisal and performance improvement.
- B. In keeping with NJSA 18A:29-14, Administrative Code Title 6, and Commissioner's rulings, Board retains its right to withhold increments. Further, the Board retains its right to terminate employment of non-tenured administrators within the confines of a 60-day termination clause at any time provided legal requirements are met and the person concerned is so notified and given the opportunity of resignation.
- C. Specifically concerning non-tenured employees--such employees to receive 3 observations in writing. The written observation to be reviewed by employee concerned and these three observations completed in a timely manner prior to March 30th annually. Additional observations may be made as appropriate. Regarding such observations, the non-tenured employee observed has the right to request a conference concerning the observation

and to file a personal statement responding to the observation and attached to the observation itself in the personnel file kept by the superintendent's office. Request for a conference and the filing of any such written response must take place within ten (10) school days after receiving the written observation. Should the employee fail to respond within ten (10) days after receiving the written observation, then a copy of the unsigned observation shall be placed in the individual's file with her or his failure to sign the observation so noted.

- D. Non-tenured employees will be notified not later than April 20th annually in writing of the superintendent's intention to recommend contract renewal or not. The Board's disposition regarding the superintendent's recommendation shall be made known by April 30th.
- E. Non-tenured employees who have received a notice of termination may request written reasons for the termination and subsequent to receiving these, may request a non-adversarial hearing before the Board as specified by code.
- F. Concerning tenured employees, each shall receive at least one written observation annually as specified by statute and code. This response to this observation shall be in similar fashion to observations of non-tenured employees with the right for a conference, written employee response, all within a ten (10) day time limit, with the filing of the unsigned notated observation should the individual concerned fail to respond.
- G. Upon written request, and a scheduled appointment, an administrator shall be permitted to examine his personal file in the presence of the superintendent/designee, not removing said file from the central office. Any materials in such files may be reproduced by the administrator concerned; at his request, except for official university/college transcripts, (if copied, will be marked as unofficial copies). After said review of files, if an item is inaccurate or obsolete, and if this claim is sustained by the superintendent, then by mutual agreement such items will be removed from the personal file. Should the administrator's request not be sustained by the superintendent, then the concerned administrator may file a written appeal to the Board Personnel Committee for consideration of removal of such material. In filing this appeal, or at an affiliated hearing, the concerned administrator is entitled to representation at his option.

LeavesA. Annual Leave

Administrators under a 12-month contract shall be eligible for 20 days of annual leave; such leave to be scheduled each spring under written procedures already in practice, and to be filed for approval with the Superintendent. In the event that an administrator is not able to take all annual leave during the summer months (this is the first preference in such scheduling) then unscheduled or unused annual leave is to be accurately recorded and can be taken at a time subject to approval by the Superintendent, during the regular school year. If a mutually agreeable time for taking such leave cannot be implemented by the end of a contract year (June 30th), then the administrator may have his annual leave accrued; such accrual not to exceed five (5) days annually. If annual leave days are to accrue and are not taken, the individual administrator must file a written accrual notification by May 15th to the Superintendent stating her or his intent to accrue leave. Only five (5) days may be accrued. Any other annual leave days from that specific year other than five (5), if not taken, are lost. The grand total of any accrual shall not exceed twenty-five (25) days. Concerning extenuating circumstances, the individual concerned may appeal to the Board as provided for in Policy 4153. Accrued leave may only be taken with a written request filed with the Superintendent's office and approved by his office. Such requests for any lengthy leaves will generally not be granted during the academic school year. At the time of termination, retirement or resignation, then any administrator having such accrued annual leave is to be paid on a per diem rate to reflect the accrual process (i.e. 1 to 5 days at current year, additional 6 to 10 days at per diem rate of prior year, et seq.

- B. School Recesses (Specifically, should school recesses be scheduled at winter holidays, Christmas; mid-winter, February; or spring recess)  
Administrators are expected to fully be responsible for the orderly administration of their assigned building and to either be in or available or to remain in contact on a daily basis with their school building.

Further, in matters of emergencies or other just cause, including necessary work such as the completion of budget matters, personnel matters, etc., then the presence of the appropriate building administrator shall be required. In the event that an individual building administrator is not in, or not available, or not in contact with her or his school, or is not available to attend to an emergency or just cause matter, then, in good conscience, such absence shall be recorded as either a day of annual leave or, depending upon the circumstances, personal leave.

C. Sick Leave

Administrative personnel shall be entitled to twelve (12) days of sick leave annually, with said leave to be accumulated in the event that it is not required for use. The Board may require a physician's certificate in case of sick leave claimed as provided by statute.

D. Short Term or Temporary Leave

1. Personal Business Leave

Annually each administrator shall be eligible for three (3) non-accruable personal business days to attend to such items as court or legal proceedings, personal business that cannot be handled outside of school hours, serious injury or illness in the immediate family, or another matter of emergency or personal business not specified. Notification of such intent to take such personal business leave, is to be filed in writing with the superintendent prior to taking such leave, except for emergencies. In all cases such taking of leave must be reported to the superintendent, in writing. Unused personal business days during any year are to be converted to accumulated sick leave.

E. Other short term or specialized leave of absence with pay may be granted by the Board with just cause and good reason.

F. Extended Leaves

1. Association Business

An administrator designated by the Association, may, after filing a written request so explaining and stipulating, be granted a leave of absence without pay, for a period of not more than one (1) year for the purpose of engaging in activities of the Association or its Affiliates.

2. Professional Activities

An administrator may be granted a leave of absence without pay for a period of up to one (1) year to engage in professional activities including research, study, writing, teaching in an accredited college or university, or engaging in other specialized activities within the professional scope of education such as Federal or State duties.

3. Extended Leave Attributable to Illness in Immediate Family

A leave of absence without pay for up to one (1) year may be granted upon written request, so stipulating and explaining, for the purpose of caring for an ill member of the administrator's immediate family.

4. Other Leaves

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

G. Sabbatical Leave

A sabbatical leave, for the purpose of study (full time student only) or academic travel, may be granted to an administrator subject to the following conditions:

1. Eligibility for leave is only after completion of seven (7) consecutive, full years of service in the Vernon Township School District.
2. Requests for sabbatical leaves must be written not later than October 31st of the preceding school year unless a date is mutually agreed upon for a revision by the Board and the applicant for a good cause. A decision will be rendered by the Board of Education on all requests not later than March 15th of the preceding school year. Such decisions to be final and non-grievable.
3. Sabbatical leaves may be granted to a maximum of two employed administrators per year.
4. In the event that the maximum number of leave requests is exceeded, consideration will be given in accordance to the request date in order of receipt.
  - a) A written application must be dated, signed, and describe in full the leave, including length of leave, purposes, and value to the school district.

- b) The Board or Superintendent may require the applicant to appear, in person, for an interview regarding the request for such a leave.
- 5. In the event an applicant is selected to receive a study grant or as an alternate to a grant, then such notification comes after the cutoff date of leave request, then the leave request date will be extended until April 1st unless a revision is mutually agreed upon by the Board and the applicant.
- 6. An administrator on sabbatical leave for a full school year shall receive one half (50%) of his salary for that full year period. An administrator on sabbatical leave for a semester or half year, shall be paid at the rate of full pay of his contract year he would have received while on active assignment.
- 7. Sabbatical leave is not cumulative.
- 8. A condition stipulated prior to the granting of a sabbatical leave is a written agreement on the part of the applicant to return to the Vernon Township Schools for a length of two years of service after the sabbatical leave is completed.
- 9. Sabbatical leave shall not be granted for the purpose of engaging in a gainful occupation or to study for another profession or occupation. During the period of the leave the person on leave will be required to file written reports planned in consultation with the Superintendent and will file official transcripts if the leave has been granted for formal college study.
- 10. A final sabbatical leave report shall be filed within 90 days following return from the sabbatical leave, containing an account of leave activities, a progress statement relative to the leave application, a proposal statement relative to continued study and application of knowledge gained during the leave.
- 11. If either the Board or its agents or the association learns of an allegation that the individual on leave is not fulfilling the purposes of such leave, then this shall be reported in writing to the Board and the Association and the chief administrative officer of the district. After a hearing to determine the accuracy of such allegations, the Board may, if allegations are true, terminate the sabbatical leave as of the date of such hearing and the person concerned and Board may

arrive at a mutual agreement which could include resignation and refunding of any sabbatical leave payment accepted by the individual concerned.

12. Return from Leave

Upon returning from an approved sabbatical leave the administrator concerned shall be placed upon the salary schedule he would have achieved at his next full time contract year, provided he has met recommendations for such increment. Also, whatever benefits to which the administrator was entitled at the time of his leave commencement--including accumulated sick leave, annual leave time; shall be restored to him upon such return since these benefits would have been retained on an inactive basis, and such administrator shall be assigned to the same position held when such leave commenced, if available, or if not, to a substantially equivalent position. Any time spent on such leave does not fulfill any time requirements for acquiring tenure.

H. Death in Immediate Family or Household

Absence due to a death in the immediate family or household shall be allowed with pay for the required period not to exceed five (5) school days. The term "immediate family" shall include parents, grandparents, sister, brother, husband, wife, father-in-law, mother-in-law, children, or any other relative or friend residing in the same household.

I. Death of a Relative or Close Friend

One day absence may be granted in the case of the death of a relative or close friend.

J. Separation from Service

1. A member who dies before his contract period is completed shall have payment for his vacation days given to his estate.
2. A member who resigns or retires during the contract year shall receive cash payment for his vacation days.

K. Other leaves of absence, without pay, may be granted at the Board's discretion for just and good cause.

Annually, as defined by written procedures based upon the need for administrative personnel to maintain contact with current educational practices and to become conversant with new and upcoming educational practices and matters, administrators will be eligible to engage in a program of professional development as defined herein:

A. Memberships (2-3) in professional associations appropriate to the individual administrator and his assigned duties; (NJPSA, NASSP, NAESP, LEC, ASCD).

B. Attendance at appropriate professional conferences

1) Principal - may attend a National conference (costs to include travel, registration fees, up to \$80 per diem for food and lodging), and a State conference (similar costs). (per diem subject to conference "package" or extenuating circumstances.)

2) Vice Principal - may attend a regional conference (Eastern seaboard) and a State conference. Principal may waive "B-1" so vice principal may attend national conference in place of "B-2".

(Note: This does not include necessary attendance at local, county, or state one-day meetings.)

3) Approval of such programs of professional development is dependent upon written procedures. The appropriate format for filing such requests (stipulating conference, place, and relevance) and for filing for reimbursement of costs (including necessary details--receipts for travel, lodging, registration, etc.) and follow-up written report detailing a summary of meetings to include persons contacted, meeting attended, relevance of meeting and implementation of ideas and knowledge gained at meeting.

C. To improve administrative performance tuition assistance is developed as follows:



- 1) Eligibility requires full-time, contracted status, fully certified, either fully matriculated in a graduate degree program or in a Board-approved graduate improvement program, but not for any additional or revised certification--all courses must be taken at the graduate level.
- 2) Twelve (12) credits for a fiscal year at 2/3 of tuition costs exclusively is established as the maximum credits and the maximum reimbursement. Credits may be taken summer, fall, or spring. Under no circumstances can any leave other than annual leave be used for graduate school attendance, and scheduling for such graduate school attendance can only be approved provided there is no conflict with the performance of administrative duties and assignments in general, or as uniquely assigned to an individual administrator.
- 3) Application for such course work to be made in writing in a standardized format including the administrator's name, assignment, university, course title and description, and a statement as to how the course will affect and improve administrative performance. Approval must be granted through the chain of command up to the superintendent prior to course registration and such judgement is not subject to grievance. Reimbursement will be made only after completion of course work and upon submitting a purchase order along with appropriate documents--course approval form, copy of tuition payment, and an official transcript indicating accomplishment of a grade of "B" or higher.

ARTICLE VII  
SALARY REGULATIONS

- A. Salaries are set forward in Schedule A.
- B. In keeping with 18A:29-9, initial salary placement shall be at such point as agreed upon by the employed administrator and Board.
- C. Administrators covered by this agreement, employed on a full-time contract, who are hired on or before January 1st of any school year, shall be given credit for a full year in salary step on the established schedule.
- D. Administrators will be notified of contract status as specified by law, not later than April 30th. Salary notification depends upon completion of such negotiations prior to that date. Should such negotiations not be complete, administrators will be notified of their individual salary status subject to completed negotiations and PERC regulations.
- E. Administrators are paid July 1st thru June 30th of the following calendar year in twenty-four (24) equal, semi-monthly payments. Final checks are released on the last working day of the fiscal year in June, provided all legal and procedural responsibilities of the administrator are fully complied with and met.
- F. Administrators may elect to join a tax sheltered annuity program in operation in the Vernon Township School District on an individual basis and may also elect to have 10% of their salary deducted, saved and paid on the fiscal pay date in June either upon resignation, termination, or retirement. The responsibility to be so involved in such plans rests exclusively with the administrator and such requests are to be made in writing and in compliance with existing procedures.

-17-

ARTICLE VIII  
INSURANCE BENEFITS

A. Health Insurance

- 1) Health care benefits are to continue as in force during the 81/82 year.
- 2) 100% coverage (payment of premiums) for single and/or dependent hospitalization insurance (family plan) shall be provided.
- 3) Each employee shall be provided, upon written request, with a description of the health care benefits insurance program provided herein. This shall be a description as provided by the health care benefit carrier.
- 4) Annually, newly hired persons will be provided with this health care description.

B. Dental Insurance

- 1) For 82/83 individual dental insurance coverage as in force during 81/82 shall remain in force except that the coverage shall be paid in full by the Board.
- 2) For 83/84 this fully paid dental insurance coverage shall be provided on a family basis.

- C. Any additional health benefits which are granted to any other collective group of employees in the Vernon Township School District shall simultaneously be granted to school administrators.

ARTICLE IX  
MISCELLANEOUS PROVISIONS

- A. This agreement constitutes Board policy for the term of said agreement and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.
- B. The Board or Association will not make changes unilaterally in terms and conditions of employment as specified in this agreement; changes may be mutually agreed to. Any individual contract between the Board and an individual administrator in this unit heretofore and hereafter executed except for initial employment, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement during its duration shall be controlling.
- C. The Board and the Association agree that there shall be no discrimination in hiring, training, assignment, promotion, transfer or discipline of administrators or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile or marital status. Nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any Administrator employment benefit existing prior to its effective date.
- D. Copies of this Agreement shall be printed by the Board within thirty (30) days after the Agreement is signed and they will be presented to all administrators now employed or hereafter employed by the Board.
- E. Use of Automobile
  - 1) Administrators who may be required to use their own automobiles in the performance of their duties shall be reimbursed at the current I.R.S. reimbursement rate as specified in Board policy. Reimbursement made only upon submission of appropriate documentation including authorization for approval of such travel, destination, date and time, distance, and appropriate reports if applicable.
  - 2) The Board will maintain appropriate liability insurance as specified by statute and insurance regulations of the state of New Jersey. Such insurance may become available in the event of accident or injury within the statutory provisions and regulations of the state of New Jersey, Department of Insurance.
- F. Whenever any notice is required to be given by either party of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so in writing to the following addresses:

- 1) If by the Association, to Board: Superintendent of Schools or Designee, Box 296, Vernon, New Jersey 07462
- 2) If by Board to duly elected president of the Vernon Township School Administrators' Association (home address).

G. Duration of Agreement

- \* 1) This Agreement shall be effective as of July 1, 1982, and shall continue in effect until June 30, 1985. After this date this agreement is to continue and shall remain in force and effect until such time as a renegotiated agreement is ratified by both parties.
- 2) In witness whereof, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries.

Vernon Township Board of Education

Vernon Township School Administrators' Association

\_\_\_\_\_  
President

\_\_\_\_\_  
President

\_\_\_\_\_  
Chairman of Negotiating Committee

\_\_\_\_\_  
Chairman of Negotiating Committee

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Secretary

\*All language three years (82/83, 83/84, 84/85); salary and insurance two years (82/83, 83/84).

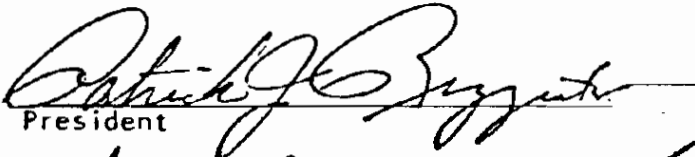
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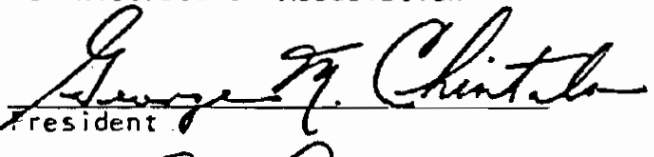
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Vernon Township Board of Education

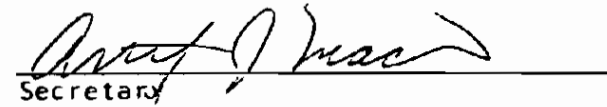
Vernon Township School Administrators' Association

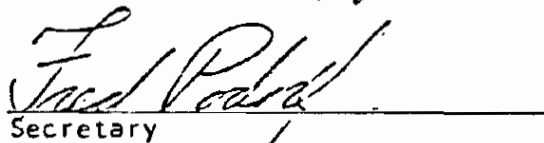
  
 \_\_\_\_\_  
 President

  
 \_\_\_\_\_  
 President

  
 \_\_\_\_\_  
 Chairman of Negotiating Committee

  
 \_\_\_\_\_  
 Chairman of Negotiating Committee

  
 \_\_\_\_\_  
 Secretary

  
 \_\_\_\_\_  
 Secretary

\*All language three years (82/83, 83/84, 84/85); salary and insurance two years (82/83, 83/84).

# Vernon Township Public Schools

P.O. BOX 295 ROUTE 515 VERNON, N.J. 07462-0295  
PHONE (201) 827-5000

*George Iannaccone, Ed.D.*  
Superintendent of Schools

*Anthony J. Macerino*  
Business Administrator  
Board Secretary

TO: MR. ANTHONY J. MACERINO

FROM: GEORGE IANNAZONE, SUPERINTENDENT

DATE: OCTOBER 13, 1982

RE: VTAA NEGOTIATIONS

- 1) language settled for three (3) years, July 1, 1982 thru June 30, 1985.
- 2) Salary adjustment for present year, 82/83, completed. Salary to be paid for 82/83 as listed:

Mr. Rudolph J. Farrella	\$43,000
Mr. Howard Whidden	\$30,000
Mr. John Paskey	\$36,800
Mr. Fred Puccio	\$27,700
Mr. George M. Chintala	\$37,800
Mr. Walter Rude	\$35,100
Dr. Ann Keim	\$31,400

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Mr. Mario D. Cardinale	\$26,700
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*Patrick J. Buzzuto*  
*George M. Chintala*