

Final

AGREEMENT

between the

SCOTCH PLAINS-FANWOOD BOARD OF EDUCATION

and the

SCOTCH PLAINS-FANWOOD ADMINISTRATIVE GROUP

JULY 1, 2014 - JUNE 30, 2017

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ARTICLE I

RECOGNITION

- A. The Scotch Plains-Fanwood Board of Education, hereinafter referred to as the "Board", recognizes the Scotch Plains-Fanwood Administrative Group, hereinafter referred to as the "Group," as the exclusive representative concerning terms and conditions of employment for all full-time personnel in the following job classifications:

High School Principal
Middle School Principal
Elementary School Principal
High School Assistant Principal
Middle School Assistant Principal

- B. Unless otherwise indicated, the terms "member" or "administrator" or "group member" when used hereinafter in this Agreement shall refer to all personnel represented by the Group as defined in Section A. above. Reference to either male or female members shall include the opposite sex.

ARTICLE II

NEGOTIATION PROCEDURES

- A. Parties agree to enter into collective negotiations pursuant to NJSA 34:13A-1 et seq. as amended, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment for all employees for whom the Group is recognized to negotiate. The time to commence negotiations shall be in accordance with PERC rules, or later, if the parties agree, in each year in which a contract is subject to re-negotiation. Any agreement so negotiated shall be applicable to all personnel for whom the Group is recognized to negotiate.
- B. Neither party shall have any control over the negotiating representative of the other party.

- C. 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.
- D. The Board agrees to negotiate with the Group whenever terms and conditions of employment are modified as a result of administrative reorganization. The negotiation shall commence within a reasonable time after the reorganization takes place. Any negotiated settlement shall be retroactive to the effective date of the modification of terms and conditions of employment unless a different date is agreed to.

ARTICLE III

RIGHTS OF ADMINISTRATORS

- A. The Group may use the school building facilities at all reasonable hours for meetings before or after normally scheduled school sessions subject to the reasonable rules and regulations which uniformly apply to the use of school facilities. Bulletin boards, administrators' mailboxes, and inter-school mail shall be made available to the Group. School duplicating equipment may be utilized, but the Group shall purchase privately all expendable materials and supplies.
- B. The Board agrees to make available to the Group in response to reasonable requests from time to time, public information which the Group requires to process professional grievances, to administer this Agreement, and to formulate contract proposals.
- C. Whenever any administrator is required to appear before the Board or any committee thereof concerning any matter of discipline which could adversely affect the continuation of that administrator in his/her office, position or employment, then he/she shall be given prior written notice of the reasons for such meeting and shall be entitled to have a representative of the Group present to advise him/her and represent him/her during such a meeting.

ARTICLE IV
GRIEVANCE PROCEDURE

A. Definition

1. A "grievance" shall mean a complaint by an administrator or a group of administrators that there has been to him/her or to them, or to the Group, an inequitable, improper, or unjust application, interpretation, or violation of this Agreement.
2. "Aggrieved party" shall mean any person or group of persons in the Group filing a grievance. However, when a group is involved the grievance shall be processed as an individual grievance.
3. "Days" shall mean working days as specified for twelve-month employees.
4. The "immediate superior" shall mean the person so designated by the District's organization chart.

B. Declaration of Purpose

1. It is the purpose of this procedure to secure, at the lowest possible level, equitable solutions to grievances of Group members through procedures under which they may present grievances free from coercion, interference, restraint, discrimination, or reprisal, and by which there is adequate opportunity to dispose of differences in a professional manner, without, where possible, involving the Board in time-consuming and costly proceedings.

- C. 1. A grievance to be considered under this procedure must be initiated within ten (10) days of its occurrence.

2. Failure at any step of this procedure to communicate in writing the decision on a grievance within the specified time limit shall permit the aggrieved party to proceed to the next step. Failure of the aggrieved party at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
3. 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 mutual agreement.
4. Level One
The aggrieved party shall first discuss the grievance with his/her immediate superior with the objective of resolving the matter informally. The immediate superior shall meet with the aggrieved party within five (5) days after receiving notice of the grievance. The immediate superior shall render a decision within five (5) days after said meeting.
5. Level Two
If as a result of the discussion the aggrieved party is not satisfied with the disposition of the grievance at Level One, he/she may formally file the grievance in writing with the Superintendent within five (5) days after the decision at Level One, or ten (10) days after the grievance was informally presented, whichever is sooner. The Superintendent shall meet with the aggrieved party prior to communicating his/her written decision. The Superintendent's written decision shall be rendered within ten (10) days after the formal grievance was delivered to him/her.

6. Level Three

If the aggrieved party is not satisfied with the disposition of the grievance at Level Two, or if no decision has been rendered within ten (10) days after the grievance was delivered to the Superintendent, he/she may within five (5) days after a decision by the Superintendent or ten (10) days after the grievance was filed with the Superintendent at Level Two, whichever is sooner, submit the grievance through the Superintendent to the Board of Education. The Board, or a committee designated by the Board, shall meet with the aggrieved party and the Superintendent prior to communicating the Board's written decision. The Board's written decision shall be rendered within twenty (20) days after the grievance is received by the Board's secretary.

7. Level Four - Arbitration

- (a) If the aggrieved party is not satisfied with the disposition of the grievance at Level Three, within five (5) school days after receipt of the Board's decision, or if no decision has been rendered, within thirty-seven (37) calendar days after the grievance was delivered to the Board, the aggrieved party may request that the Group submit the grievance to arbitration. If the Group determines that the grievance is meritorious, it may submit the grievance to arbitration within fifteen (15) school days after the request of the aggrieved party by submitting a demand for arbitration to the American Arbitration Association and to the Board of Education.
- (b) The parties shall be bound by the rules and procedures of the American Arbitration Association.
- (c) The arbitrator shall be empowered to hold a hearing or hearings and to obtain all relevant data concerning the grievance. He/she shall render a written decision within thirty (30) days after the completion of the hearing or hearings or submission of any additional data. A copy shall be

simultaneously furnished to the Group and to the Board. The arbitrator shall limit himself/herself to the issue submitted and shall consider nothing else. He/she can add nothing to nor subtract anything from this Agreement between the parties or any policy of the Board of Education. The award of the arbitrator shall be final and binding on the parties.

It shall be the function of the arbitrator, and he/she shall be empowered except as his/her powers are limited below, after due investigation, to make a decision in cases of alleged violation, misinterpretation, or misapplication of this Agreement.

In the event that a case is appealed to an arbitrator on which he/she determines he/she has no power to rule or which he/she determines is not arbitrable, it shall be referred back to the parties without decision or recommendation on its merits.

The fact that the grievance has been considered by the parties in the preceding steps of the grievance shall not constitute a waiver of jurisdictional limitations upon the arbitrator in this Agreement.

The cost for the services of the arbitrator, 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 Group. Any other expenses incurred shall be paid by the party incurring same.

D. Miscellaneous

1. The aggrieved party must be present and may be accompanied and represented at all stages of the formal grievance (Level Two and beyond) by legal counsel or a representative from the local, state or national association.

2. Notices of grievances at all levels will be filed on forms jointly prepared by the Group and the Superintendent so as to facilitate operation of the grievance procedure.
3. 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.
4. While any proceeding is pending and until a final determination has been reached, all proceedings shall be private and any preliminary disposition will not be made public without the agreement of all parties.
5. It is agreed that the Board and the Group shall individually assume costs in connection with the processing of the grievance. In the event, however, that the grievance is processed through arbitration, the Group and the Board shall equally share the costs.
6. 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.

ARTICLE V

PROTECTION OF MEMBERS AND PROPERTY

The Board of Education agrees to take all reasonable precautions under State Law to protect the health and safety of its administrators.

ARTICLE VI

GROUP MEMBERS EMPLOYMENT

- A. The Board agrees to hire only certificated personnel or those eligible for certification for every administrative position for which a New Jersey State certification is required, unless such personnel are not available.

- B. Members shall be notified in writing of their contract status and salary status for the ensuing year not later than May 15th of each year.

ARTICLE VII

EVALUATION OF GROUP MEMBERS

Administrators shall be evaluated in accordance with the provisions of NJAC 6:10-2.2 Evaluation of teaching staff members, NJAC 6:10-2.3 Evaluation of tenured teaching staff members; and NJAC 6:10-2.4 Evaluation of non-tenured teaching staff members.

A. Guidelines for the completion of the administrative evaluation form:

- 1. Instructional Leadership
- 2. Supervisory Management
- 3. Personnel Administration

B. General Considerations

The purpose of evaluation is to provide the basis and guidelines for the growth and improvement and/or the recording of weaknesses and deficiencies of a staff member in the fulfillment of his or her role and responsibility.

The second purpose is to provide the basis for the formulation of judgment regarding employment, salary determination, dismissal, maintenance, and/or reappointment to create a systematic approach to compensation and promotion.

C. Procedure

1. Evaluation of Group members shall be conducted in accordance with applicable statutes and regulations.
2. The judgments made on evaluation reports for principals and assistant principals should represent the opinions of more than one supervisor. The final evaluation is the responsibility of the Superintendent. A conference shall be held with a draft document with each administrator prior to the final written evaluation report. The written evaluation report shall be compiled and submitted to the administrator within ten (10) days following the date of the conference.
3. As soon as it is determined that an administrator is not meeting expectations, as delineated in the evaluation criteria, and needs to correct specific deficiencies in order to be recommended for reemployment or salary increase, a conference will be held with the evaluator to discuss the situation. As an outcome of the conference, a written statement detailing specific deficiencies and suggestions for improvement will be given to the staff member within five (5) working days. In order to provide the evaluatee sufficient time to implement suggestions for improvement, a written statement shall precede the March evaluation with as much lead time as possible.
4. No evaluation report shall be filed in the Superintendent's office or shared with the Board of Education before the staff member has had the opportunity to read it, discuss it with the Superintendent, and offer written comments to be appended. To this end, the evaluation reports shall be shared with the evaluatee no less than ten (10) days prior to the date concluding the evaluation period.

5. Should an administrator be invited to a conference with the Board or a committee of the Board in which the continuation of his or her employment or maintenance of his or her salary will be discussed, the staff member has the right to be accompanied by an organizational representative or legal counsel of his (her) choosing. Should an administrator be involved in a conference in which he (she) perceives the content of which is deleterious to his (her) employment status, he (she) may adjourn the conference in order to obtain said representation or counsel. The adjourned conference must be reconvened at the convenience of both parties, but within five (5) working days of its initiation.

ARTICLE VIII

FAIR DISMISSAL PROCEDURE

A. Notification of Status

1. Date

On or before May 15th of each year, the Board shall give to each non-tenured administrator continuously employed since the preceding September 30th either:

- (a) A written offer of a contract for employment for the next succeeding year providing for at least the same terms and conditions of employment, or
- (b) A written notice that such employment shall not be offered.

2. Reasons and Hearings

Any non-tenured member of the Group who receives a notice of non-reemployment may request either reasons and a hearing or both concerning the non-reemployment in accordance with the provisions of N.J.A.C. 6:3-1.20.

B. Notification of Intention to Return

If the non-tenured administrator desires to accept such employment, he shall notify the Board of such acceptance, in writing, on or before June 1st in which event such

employment shall continue as provided for herein. In default of such notice the Board shall not be required to continue the employment of the administrator.

ARTICLE IX

PERSONAL AND ACADEMIC FREEDOM

- A. The personal life of members is not an appropriate concern nor within the purview of the Board of Education except as it may interfere with the effective performance of his assigned functions within the school district.
- B. Members shall be entitled to full rights of citizenship, and no religious, social or political activities of any administrators or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such member, providing said activities do not violate any local, state or federal law.
- C. The Board and the Group agree that academic freedom is essential to the fulfillment of the purposes of the Scotch Plains-Fanwood School District, and they acknowledge the fundamental need to protect administrators from any censorship or restraint which might interfere with their obligation to pursue truth in the performance of their job functions. Accordingly, they agree as follows:
 - 1. In performing their job functions, administrators shall be guaranteed full freedom in expressing their personal opinions on all matters relevant to the school and society provided, however, that when they do so they shall make every effort to indicate that they are speaking personally and not on behalf of the school, its administration or the Board.
 - 2. Administrators shall not be censured nor restrained in the performance of their job functions on the ground that the material discussed and/or opinions expressed are

distasteful or embarrassing to those in authority in the school system. It shall be understood that administrators shall act and speak with the best interest of the district in mind.

ARTICLE X

GROUP PARTICIPATION IN THE DEVELOPMENT OF POLICY

It is clearly understood that the Board of Education is solely responsible for the development and adoption of policy. However, the value of the advice of the district's administrative leadership is recognized by the Board.

1. Representatives of the Administrative Group shall be provided with the opportunity to meet with the Superintendent on policy issues prior to the public introduction of the policy.
2. It is also understood that such policy issues remain confidential within the Group until such policy is publicly introduced by the Board of Education for first reading.

ARTICLE XI

SCHOOL CALENDAR

Prior to submitting the proposed school calendar to the Board of Education, the Superintendent shall submit the proposed calendar to the Group and shall meet, upon request, with appropriate officials of the Group to discuss and consider revisions of the calendar. Such meetings shall in no way limit the role of the Superintendent in recommending to the Board of Education the adoption of the school calendar, nor shall it in any way abridge or modify the final authority of the Board of Education in connection with its adoption.

ARTICLE XI

DEDUCTIONS FROM SALARY

- A. The Board agrees to deduct from the salaries of its administrators, dues for any combination of such associations as said administrators individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 3 10, Public Laws of 1967 (NJSA 52:14-15.9e) and under rules established by the State Department of Education. Said monies together with records of any corrections shall be transmitted to the Treasurer of the Group by the 15th of each month following the monthly pay period in which deductions were made. The Group Treasurer shall disburse said monies to the appropriate association or associations.

- B. If during the life of this Agreement there shall be any change in the rate of membership dues, the Group shall furnish to the Board written notice prior to the effective date of such change and shall furnish to the Board the new authorizations from its members showing the individual deduction authorizations and the total authorized deductions for each employee, it being understood that the only obligation of the Board shall be to remit to the Group the total deduction and not the individual deductions. It shall be the obligation of the Group from the total deduction to make the further individual deductions authorized by the members.

- C. The program now in force for payroll deductions with the Union County Teachers' Federal Credit Union shall remain.

ARTICLE XIII

PROFESSIONAL GROWTH

- A. The Board agrees to make available a total of \$15,000 annually for the reimbursement for administrators' costs of tuition for courses taken for professional development in each school year.
1. An administrator shall apply for reimbursement under the following procedure:
 - a. Prior to beginning the course, the administrator shall advise the office of the Superintendent of Schools of the title of the course, the nature of the course, the number of credits, if the course is part of a matriculated program, and the institution where the course will be taken.
 - b. Upon completion of the course, the administrator shall present to the office of the Superintendent, evidence of the tuition cost incurred and evidence of the grade received.
 2. An administrator shall be reimbursed up to a maximum of twelve (12) credits per school year, for the tuition cost incurred if he or she has followed the procedures of Section 1. a. and b., and if:
 - a. the course is part of a program leading to an advanced degree in an area of educational administration. Courses should be taken at an accredited college or university,
 - b. the grade received was B or better,
 - c. tuition reimbursement shall include reimbursement for the NJPSA mentoring program for new administrators,

- d. the administrator has not received or will not receive reimbursement from some other source.
3. The Board agrees to pay other reasonable expenses incurred by an administrator in connection with workshops, seminars, conferences, and membership in professional organizations, for which a member obtains prior approval of the Superintendent, or which the administrator is required by the administration to take and/or attend.
4. The Board agrees to make available up to \$200 per administrator each contract year to purchase books, equipment and/or other educational resource materials according to the discretion of the individual member following established accounting procedures. Such materials would become the property of the Scotch Plains-Fanwood Board of Education.
5. Administrators who accept tuition reimbursement for courses commencing on or after July 1, 2011, must remain in the employ of the Board for a minimum of one (1) school year following the course completion date. Administrators who voluntarily terminate their employment with the Board sooner than the expiration of one (1) year following the course completion date shall be required to reimburse the Board for the amount of tuition reimbursement received by the administrator. The refund to the Board shall be pro-rated based on the number of month less than one (1) year.

Example: The course ends on December 31, 2011, and the administrator voluntarily terminates his/her employment with the Board on June 30, 2012, the administrator must repay fifty percent (50%) of the tuition reimbursement cost. The administrator's refund shall be deducted from his/her last paycheck. If the administrator's notification of voluntary termination is received following the

issuance of the administrator's last paycheck the administrator shall be obligated to repay the Board at the same time that the administrator notifies the Board of his/her intention to resign.

ARTICLE XIV

SICK LEAVE

- A. Sick leave is hereby defined to mean the absence from his/her post of duty of any person because of personal disability due to illness or injury, or because he/she has been excluded from school by the school district's medical authorities on account of a contagious disease or being quarantined for such a disease in his/her immediate household.

- B. The granting of sick leave shall not be intended to entitle any administrator, in the event extensive sick leave is not required, to accumulate more than twelve (12) days of unused sick leave in accordance with the provisions of NJSA 18A:30-7. Unused sick days shall accumulate without limit.

- C. Upon recommendation of the Superintendent specific circumstances necessitating the need for sick leave over and above the amount accumulated shall be considered in a positive manner by the Board.

- D. Employees who retire and who will be eligible to receive TPAF pension checks immediately after retirement shall be entitled to receive severance pay based upon accumulated sick leave days as follows:
 - I. Eighty-five dollars (\$85) per accumulated sick leave day at the time of retirement to a maximum of one hundred seventy (170) days.

2. Payment for accumulated sick leave days shall be made in either a lump sum payment during July immediately following retirement or in two or three equal payments occurring in the first, second and/or third July following retirement at the option of the retiree.
3. In the event of the death of an employee who has at least ten (10) years of service in the district, the employee's estate shall receive payment in accordance with this Section.

ARTICLE XV

TEMPORARY LEAVES OF ABSENCE

During the calendar year, administrators shall be entitled to the following temporary leaves of absence without loss of pay which shall be non-cumulative:

1. A total of three days leave of absence for such personal or other matters which require absence during the year. Application to the Superintendent for personal leave shall be made at least five (5) days before taking such leave (except in the case of emergencies) and the applicant for such leave shall not be required to state the reason for taking such leave other than he/she is taking it under this section. Personal leave may not be used to extend a school holiday or recess period except for the purpose of attending a graduation or wedding of an immediate family member defined as: parent, child, or spouse when that event occurs on the day in question or during the adjacent holiday period. A day surrounding a weekend of Saturday or Sunday is not considered a school holiday or recess, unless a holiday should precede or follow the weekend. A day required for religious observance may be taken contiguous with a holiday if so stated.
2. The actual time necessary for appearance in court or before a state administrative agency pursuant to a duly issued subpoena for school related business. The subpoena shall be

presented to the immediate superior in advance of the appearance at court or the administrative agency for approval.

3. Members of the New Jersey National Guard and United States Military Reserves shall be entitled to fifteen (15) days annual training leave of absence upon submission of a copy of their orders to active duty without loss of pay or time on all days on which he shall be engaged in field training. An administrator will make every effort to take this field training during non-school periods whenever possible.
4. Temporary leaves of absence without loss of pay may be granted by the Superintendent of Schools.
5. A maximum of five (5) days at any one time in the event of the death of a mother, father, spouse, Civil Union partner, child, sibling, or grandchild. A maximum of three (3) days in the event of the death of a daughter-in-law, son-in-law, father-in-law, mother-in-law, grandmother, grandfather or civil union partner relative of the same order. A maximum of two (2) days in the event of the death of an employee's brother-in-law, sister-in-law, aunt or uncle.

ARTICLE XVI

EXTENDED LEAVES OF ABSENCE

The Board may grant such leaves of absence without pay as it may deem necessary and appropriate.

ARTICLE XVII

BLANKET BENEFITS

- A. The Board shall provide for and pay the cost of a health insurance program. Such program shall include medical-surgical and major medical coverage for the employee and his/her family. Each employee who is enrolled in the health insurance plan shall contribute toward the cost of medical insurance in accordance with the provisions of Chapter 78, Laws of New Jersey. The contribution shall be made through payroll deduction.
- B. The Board agrees to provide a dental insurance plan for the employee and his/her family.
- C. 1. The Board shall provide for Health Care Insurance for individuals within the unit who retire within the contract period, after serving the Scotch Plains-Fanwood School District for twenty (20) or more years. The coverage provided shall be that under the current contract less Medicare when the individual is eligible for Medicare. The cost of Retirement coverage shall be as follows:
- | | |
|----------------------------------|------------------------|
| 1st year of retirement | 100% paid by the Board |
| 2nd year of retirement | 90% paid by the Board |
| 3rd year of retirement | 80% paid by the Board |
| 4th year of retirement | 70% paid by the Board |
| 5th year of retirement | 60% paid by the Board |
| and from the 6th year
forward | 50% paid by the Board. |
2. The individuals so covered shall be required to pay the necessary contribution of the Board in advance of the payment of the premium by the Board.
3. Effective July 1, 2010, this section is only available to administrators who were hired by the Board on or before September 30, 1994.

- C. The group insurance benefits described above shall be identical to the group insurance benefits granted to the district's teachers.

ARTICLE XVIII

LONG-TERM DISABILITY INSURANCE

- A. The Board shall maintain a group long-term disability insurance policy for all administrators. The Board may also include non-Administrative Group employees such as the Superintendent, Assistant Superintendents, Business Administrator, Personnel Specialist and Directors in the disability insurance policy.
- B. The disability insurance policy shall provide payments for total disability that are sixty percent (60%) of the administrator's salary up to a maximum of seven thousand dollars (\$7000) per month. The qualifying period shall be ninety (90) days. The definition of disability shall be the definition contained in the 1999-2000 insurance policy.

ARTICLE XIX

TRAVEL EXPENSES

Each member of the Group shall receive an annual stipend as reimbursement for all required use of personal automobiles for travel within and outside the boundaries of the School District. In addition, members shall be reimbursed at the rate per mile that is set by State regulations for all required travel to locations more than fifty (50) miles from the School District. The annual stipend shall be three hundred dollars (\$300).

ARTICLE XX

WORK CALENDAR AND VACATION

- A. The contractual year for a member of the Group shall run from July 1 through June 30. Included within this work year shall be:
1. Twenty-five (25) days paid vacation. Administrators hired on or after July 1, 2010, shall be entitled to twenty-three (23) vacation days.
 2. Following the completion of six (6) years of administrative service in the school district the paid vacation shall increase to thirty (30) days. Administrators hired on or after July 1, 2010, shall be entitled to twenty-three (23) vacation days and after six years twenty-eight (28) vacation days per year.
 3. Thirteen (13) paid holidays as designated in the school calendar including Independence Day and Labor Day.
- B. The Superintendent shall be notified a minimum of two (2) workdays prior to the taking of vacation days of the employee's intent to take vacation days. Approval or disapproval of the requested days shall be consistent with the needs of the District. Shorter notification may be acceptable based on the needs of the District.
- C. The conversion of vacation days to cash shall be based on 1/260 of the administrator's annual salary at the time of conversion. The maximum accumulation and conversion shall be thirty (30) vacation days.
- D. Administrators who are required to report to work on approved scheduled vacation days shall be granted another vacation day in lieu of the day worked even if required to work less than a full day.

ARTICLE XXI

SALARY PLAN

- A. Salary guides for the duration of the Agreement are attached hereto as Appendix A.

- B. When an administrator is temporarily promoted to a higher paying position, the administrator shall be compensated in accordance with Appendix A after thirty (30) calendar days in the higher paying position. This section shall not apply to temporary promotions resulting from vacations.

ARTICLE XXII

NOTICE PROVISIONS

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by telegram or by certified mail at the following addresses:

- A. If by the Group to the Board of Education:

Evergreen & Cedar Streets
Scotch Plains, New Jersey 07076

- B.. If by the Board of Education to the Group:


Administrators' Office
Evergreen & Cedar Streets
Scotch Plains, New Jersey 07076

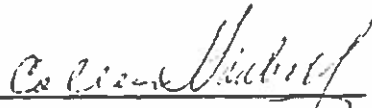
ARTICLE XXIII

DURATION


- A. This Agreement shall be effective July 1, 2014, and shall continue and remain in full force and effect through June 30, 2017 and shall continue from year to year thereafter unless either party notifies the other of its intention to resume negotiations. Such notice shall be timely in accordance with the rules for commencing negotiation as established by PERC and shall designate the specific articles or sections of the Agreement to be negotiated. The party receiving the notice of intent to negotiate may also present articles and sections for negotiation.
- B. IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be affixed hereto all on this day of July 15, 2014.

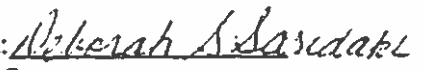
**SCOTCH PLAINS-FANWOOD
ADMINISTRATIVE GROUP**

By 
President

Attest: 
Secretary

**SCOTCH PLAINS-FANWOOD
BOARD OF EDUCATION**

By 
President

Attest: 
Secretary

APPENDIX A SALARY GUIDES
2014-15

Step	ELEMENTARY PRINCIPAL				Step	MIDDLE SCHOOL PRINCIPAL			
	MA	MA + 30	6TH YEAR	PhD		MA	MA + 30	6TH YEAR	PhD
1	126861	129577	132809	135785	1	135917	138634	142116	144973
2	128219	130936	134163	137142	2	137276	139992	143473	146332
3	129577	132294	135913	138499	3	138634	141350	144830	147690
4	130936	133653	136872	139855	4	139992	142709	146188	149049
5	132294	135011	138227	141212	5	141350	144067	147545	150406
6	133653	136370	139580	142569	6	142709	145426	148902	151765
7	135011	137728	140934	143926	7	144067	146784	150258	153123
8	136314	139087	142247	145284	8	145426	148143	151615	154482
9	137728	140445	143643	146641	9	146784	149501	152972	155840
10	139087	141804	144998	147998	10	148143	150860	154329	157199
11	140445	143162	146352	149355	11	149501	152218	155686	158557
12	141804	144520	147707	150712	12	150860	153577	157044	159916
13	143162	145878	149061	152069	13	153577	154934	158401	161274
OG				159660					

Step	HIGH SCHOOL PRINCIPAL				Step	HIGH SCHOOL VICE PRINCIPAL			
	MA	MA+30	6TH YEAR	PhD		MA	MA+30	6th Year	PhD
1	144973	147690	151312	154029	1	115089	117805	121428	124145
2	146332	149049	152671	155388	2	116447	119163	122786	125503
3	147690	150406	154029	156746	3	117805	120522	124145	126861
4	149049	151765	155388	158105	4	119163	121880	125503	128219
5	150406	153123	156746	159463	5	120522	123239	126861	129577
6	151765	154482	158105	160821	6	121880	124597	128219	130936
7	153123	155840	159463	162179	7	123239	125503	129577	132294
8	154482	157199	160821	163537	8	124597	127314	130936	133653
9	155840	158557	162179	164896	9	125955	128672	132294	135011
10	157199	159916	163537	166254	10	127314	130031	133653	136370
11	158557	161274	164896	167613	11	128672	131389	135011	137728
12	159916	162633	166254	168971	12	130031	132748	136370	139087
13	161274	163991	167613	170330	13	131389	134105	137728	140445
					14	132748	135464	139087	143090
					15	135153	136822	140445	144461

Step	MA	MA + 30	6TH YEAR	PhD
1	105724	108432	112044	114753
2	107077	109786	113398	116107
3	108432	111141	114753	117461
4	109786	112495	116107	118815
5	111141	113850	117461	120170
6	112495	115204	118815	121524
7	113850	116558	120170	122878
8	115204	117913	121524	124233
9	116558	119267	122878	125587
10	117913	120622	124233	126942
11	119267	121976	125587	128296
12	120622	123330	126942	129651
13	121976	124684	128296	131005
14	123330	126038	129651	132360
15	124684	127393	131005	133713

APPENDIX A SALARY GUIDES
2015-16

ELEMENTARY PRINCIPAL					MIDDLE SCHOOL PRINCIPAL				
Step	MA	MA + 30	6TH YEAR	PhD	Step	MA	MA + 30	6TH YEAR	PhD
1	128280	130996	134228	137204	1	137336	140053	143535	146392
2	129638	132355	135582	138561	2	138695	141411	144892	147751
3	130996	133713	137332	139918	3	140053	142769	146249	149109
4	132355	135072	138291	141274	4	141411	144128	147607	150468
5	133713	136430	139646	142631	5	142769	145486	148964	151825
6	135072	137789	140999	143988	6	144128	146845	150321	153184
7	136430	139147	142353	145345	7	145486	148203	151677	154542
8	137733	140506	143666	146703	8	146845	149562	153034	155901
9	139147	141864	145062	148060	9	148203	150920	154391	157259
10	140506	143223	146417	149417	10	149562	152279	155748	158618
11	141864	144581	147771	150774	11	150920	153637	157105	159976
12	143223	145939	149126	152131	12	152279	154996	158463	161335
13	144581	147297	150480	153488	13	156296	157653	161120	163993
OG				162379					

HIGH SCHOOL PRINCIPAL					HIGH SCHOOL VICE PRINCIPAL				
Step	MA	MA+30	6TH YEAR	PhD	Step	MA	MA+30	6th Year	PhD
1	146392	149109	152731	155448	1	116508	119224	122847	125564
2	147751	150468	154090	156807	2	117866	120582	124205	126922
3	149109	151825	155448	158165	3	119224	121941	125564	128280
4	150468	153184	156807	159524	4	120582	123299	126922	129638
5	151825	154542	158165	160882	5	121941	124658	128280	130996
6	153184	155901	159524	162240	6	123299	126016	129638	132355
7	154542	157259	160882	163598	7	124658	126922	130996	133713
8	155901	158618	162240	164956	8	126016	128733	132355	135072
9	157259	159976	163598	166315	9	127374	130091	133713	136430
10	158618	161335	164956	167673	10	128733	131450	135072	137789
11	159976	162693	166315	169032	11	130091	132808	136430	139147
12	161335	164052	167673	170390	12	131450	134167	137789	140506
13	162693	165410	169032	173049	13	132808	135524	139147	141864
					14	134167	136883	140506	144509
					15	136572	138241	141864	145880

MIDDLE SCHOOL VICE PRINCIPAL				
Step	MA	MA + 30	6TH YEAR	PhD
1	107143	109851	113463	116172
2	108496	111205	114817	117526
3	109851	112560	116172	118880
4	111205	113914	117526	120234
5	112560	115269	118880	121589
6	113914	116623	120234	122943
7	115269	117977	121589	124297
8	116623	119332	122943	125652
9	117977	120686	124297	127006
10	119332	122041	125652	128361
11	120686	123395	127006	129715
12	122041	124749	128361	131070
13	123395	126103	129715	132424
14	124749	127457	131070	133779
15	126103	128812	132424	135132

APPENDIX A SALARY GUIDES

2016-17

ELEMENTARY PRINCIPAL					MIDDLE SCHOOL PRINCIPAL				
Step	MA	MA + 30	6TH YEAR	PhD	Step	MA	MA + 30	6TH YEAR	PhD
1	130054	132770	136002	138978	1	139110	141827	145309	148166
2	131412	134129	137356	140335	2	140469	143185	146666	149525
3	132770	135487	139106	141692	3	141827	144543	148023	150883
4	134129	136846	140065	143048	4	143185	145902	149381	152242
5	135487	138204	141420	144405	5	144543	147260	150738	153599
6	136846	139563	142773	145762	6	145902	148619	152095	154958
7	138204	140921	144127	147119	7	147260	149977	153451	156316
8	139507	142280	145440	148477	8	148619	151336	154808	157675
9	140921	143638	146836	149834	9	149977	152694	156165	159033
10	142280	144997	148191	151191	10	151336	154053	157522	160392
11	143638	146355	149545	152548	11	152694	155411	158879	161750
12	144997	147713	150900	153905	12	154053	156770	160237	163109
13	146355	149071	152254	155262	13	158070	159427	162894	165767
OG				164153					

HIGH SCHOOL PRINCIPAL					HIGH SCHOOL VICE PRINCIPAL				
Step	MA	MA+30	6TH YEAR	PhD	Step	MA	MA+30	6th Year	PhD
1	148166	150883	154505	157222	1	118282	120998	124621	127338
2	149525	152242	155864	158581	2	119640	122356	125979	128696
3	150883	153599	157222	159939	3	120998	123715	127338	130054
4	152242	154958	158581	161298	4	122356	125073	128696	131412
5	153599	156316	159939	162656	5	123715	126432	130054	132770
6	154958	157675	161298	164014	6	125073	127790	131412	134129
7	156316	159033	162656	165372	7	126432	128696	132770	135487
8	157675	160392	164014	166730	8	127790	130507	134129	136846
9	159033	161750	165372	168089	9	129148	131865	135487	138204
10	160392	163109	166730	169447	10	130507	133224	136846	139563
11	161750	164467	168089	170805	11	131865	134582	138204	140921
12	163109	165826	169447	172164	12	133224	135941	139563	142280
13	164467	167184	170806	174823	13	134582	137298	140921	143638
					14	135941	138657	142280	146283
					15	138346	140015	143638	147654

MIDDLE SCHOOL VICE PRINCIPAL				
Step	MA	MA + 30	6TH YEAR	PhD
1	108917	111625	115237	117946
2	110270	112979	116591	119300
3	111625	114334	117946	120654
4	112979	115688	119300	122008
5	114334	117043	120654	123363
6	115688	118397	122008	124717
7	117043	119751	123363	126071
8	118397	121106	124717	127426
9	119751	122460	126071	128780
10	121106	123815	127426	130135
11	122460	125169	128780	131489
12	123815	126523	130135	132844
13	125169	127877	131489	134198
14	126523	129231	132844	135553
15	127877	130586	134198	136906