

2644

AGREEMENT

NORTH BRUNSWICK TOWNSHIP BOARD OF EDUCATION

AND

**NORTH BRUNSWICK TOWNSHIP
ADMINISTRATIVE ASSOCIATION**

**SCHOOL YEARS
1995-96 THROUGH 1997-98**

This agreement, entered into this 1st day of July, 1995 by and between the Board of Education of the Township of North Brunswick, New Jersey, hereinafter called the "Board", and the North Brunswick Township Administrative Education Association, hereinafter called the "Association".

1. The terms, conditions, covenants and provisions of their Agreement shall be deemed to be severable if any clause or provision herein contained shall be adjudged invalid or unenforceable law. It would not effect the validity of any other clause or provision herein, but such other clauses or provisions shall remain in full force and effect.
2. It is understood by all parties that under the rulings of the courts of New Jersey and the State Commissioner of Education, the Board of Education is forbidden to waive any rights or powers granted it by law.
3. The parties agree to follow the procedures outlined in the Agreement and to use no other channels to resolve any question or proposal until the procedures within this Agreement are fully exhausted.
4. 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.
5. The duration of this Agreement shall be for three years.

ARTICLE I.

RECOGNITION

- A.** The Board hereby recognizes the North Brunswick Township Administrative Education Association as the majority representative for collective negotiation concerning the terms and conditions for certified full-time personnel under contract, as follows:

Elementary School Principals
Secondary School Principals
Elementary School Assistant Principals
Secondary School Assistant Principals
Director of Special Services
Administrator of Special Projects & Community Services
Director of Instruction

but excluding:

Superintendent
Assistant Superintendent
Board of Education Secretary
Psychologist
Learning Disability Specialist
Social Worker
All other non-administrative professional personnel
All other non-professional personnel
All part-time employees

- B.** Unless otherwise indicated, the term "administrator," when used hereinafter in the Agreement, shall refer to all full-time certificated employees represented by the Association in the negotiating unit as defined above, and references to male administrators shall include female administrators.
- C.** Unless specifically named and designated in Section A above, it shall be presumed the omitted classification was intended to be within the excluding clause in Section A.

ARTICLE II.

NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 303, Public Laws 1968, in a good faith effort to reach agreement on all matters concerning the terms and conditions of administrators' employment. Negotiations shall begin no later than December 1 of the calendar year preceding the calendar year in which this agreement expires.
- B. During negotiation, the Board and the Administration shall present relevant data, exchange points of view, and make proposals and counter-proposals. The Board shall make available all public information of the North Brunswick Township School District.
- C. At the close of each negotiation session, the parties will agree on an agenda for the next negotiation session. Either party may add to this agenda by written notice to the other party no less than five (5) days prior to the previously set negotiation session.

All negotiation sessions between the parties shall be scheduled at least five (5) days in advance, to take place when persons involved are free from professional responsibilities, unless otherwise agreed.

- D. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definitions

1. The term "grievance" means a complaint or claim in writing, that there has been an improper application, interpretation or violation of any term or provision of this contract effecting a member or group of members.
2. An "aggrieved person" is a person or persons claiming the grievance.
3. A "party in interest" is the person or persons claiming the grievance and any person who might be required to take action or against whom action might be taken in order to resolve the grievance.

B. Purpose

1. The purpose of this procedure is to resolve, at the lowest possible level, any grievance presented. Both parties agree that the proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. A grievance may be filed by an individual member, or a group of members. Any grievance must be lodged at the proper initiating level within thirty (30) calendar days of the happening of the event. This clause is intended to operate as a statute of limitations. The Board has the right to waive the statute.

C. Rights of Administrators to Representation

The Board and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination, or reprisal in presenting his appeal with respect to his personal grievances or in designating a representative (s) of the N.B.T.A.E.A. or other person of his own choosing to appear with him at any step after Level One.

D. Procedure

1. Since it 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.

2. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party of interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year, or as soon thereafter as is practicable.
3. It shall be the general practice of all parties in interest to process grievance procedures during times which do not interfere with assigned duties, providing, however, in the event it is agreed by the Board or its agents to hold the proceedings during regular working hours, an administrator participating in any level of the grievance procedure, with any representative of the Board, shall be released from the assigned duties without loss of salary.

4. Level One

An administrator with a grievance shall first submit it in writing to his immediate superior, with the objectives of resolving the matter informally. Forms for filing grievance and other necessary documents shall be prepared jointly by the Superintendent and the N.B.T.A.E.A. and given appropriate distribution.

5. Level Two

The grievant, no later than five (5) days after receipt of the immediate superior's decision, may appeal this decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing reciting the matter submitted to the immediate superior as specified above and his dissatisfaction with the decision previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten (10) work days. The Superintendent shall communicate his decision in writing to the grievant.

6. Level Three

If the grievance is not resolved to the grievant's satisfaction, he/she, no later than five (5) work days after the receipt of the Superintendent's decision, may request a review by the Board of Education. The request shall be submitted in writing through the Superintendent, who shall attach all related papers and forward the request to the Board of Education. The Board or a Committee thereof, shall review the grievance and shall, at the option of the Board, hold an informal appearance, with the grievant and render a decision in writing within thirty (30) work days or receipt of the grievance by the Board.

7. Level Four

- a. If the aggrieved person does not accept the disposition of his/her grievance at Level Three and wishes to review by a third party and the claim pertains exclusively to violation, misinterpretation, or inequitable application of any of the provisions of this Agreement, he/she shall notify the Board, through the Superintendent, within ten (10) school days or the receipt of the Board's decision. An aggrieved person, in order to process his/her grievance beyond Level Three, must have his/her request for such action accompanied by the written recommendation for such action by the Association.
- b. In order to secure the services of an arbitrator, a request will be made to the Public Employment Relations Commission to submit a roster of persons qualified to function as an arbitrator in the dispute in question. The parties shall then be bound by the Rules and Procedures of the Public Employment Relations Commission in the selection of an arbitrator.
- c. The decision of the arbitrator shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act by the Board prohibited by or in violation of any law, or which is in violation of the terms of this Agreement. As his/her power is limited to matters involving the application of the terms of this Agreement, grievances must be resolved within the terms of this Agreement, and the arbitrator shall have no power to add to or subtract from or modify any of the terms of this Agreement. Nor shall the arbitrator have the authority to establish any wage rate or change any wage rate contained herein without specific authority from the parties. The arbitrator shall not in any case have power to rule on any issue or dispute which is not a grievable matter under this Article IV., or so specified under the provisions of this Agreement. The decision of the arbitrator shall be advisory.

- d. The costs of arbitration shall be subject to the following:
- 1) Each party shall bear the total costs which it incurs.
 - 2) The fee and expense of the arbitrator are the only costs which shall be shared equally by the parties.
 - 3) Time lost by any administrator for attendance at arbitration hearings shall be with pay.
Arbitration hearings will be after school hours.
 - 4) The filing fee will be borne by the moving party.

E. Limitations

An administrator or group of administrators shall not have the right to refuse to follow an administrative directive or Board policy on the grounds that he/she has instituted a grievance.

F. Miscellaneous

1. All decisions at Level One and Two of the grievance procedures shall be in writing and shall be transmitted promptly to all parties in interest.
2. No meeting or informal appearance conducted under this procedure shall be public. The only parties in attendance shall be the parties in interest and the designated or selected representatives contemplated in this article.
3. 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.
4. When a custodian files a grievance with his/her immediate supervisor, a copy shall be simultaneously filed with the building Principal.
5. It has been agreed that the Association shall consolidate similar grievances.
6. The Board of Education, subject only to the express written provisions of this Agreement, reserves to itself all rights and responsibilities of management of the School District and full jurisdiction and authority to make and revise policy, rules, regulations and practices in furtherance thereof.

By way of illustration and not by way of limitation of the rights and responsibilities reserves to the Board, are the rights to select and direct employees of the School District; to hire, assign, promote transfer and retain employees covered by this Agreement within the School District, or to suspend, demote, discharge, or take other disciplinary action against employees; to relieve employees from duties because of lack of work or for other legitimate reasons; to maintain the thoroughness and efficiency of the School District operations entrusted to it; to determine the methods, means and personnel by which School District operations are to be conducted; to introduce new or improved methods and facilities; to contract out for such goods and services as may be permitted by law; and to take whatever other actions may be necessary to accomplish the mission of the School District in any situation. In exercising the foregoing rights, the Board shall not violate any other provision of this Agreement.

ARTICLE IV.

MEETINGS

In the event that the Administrative Association or the School Board desires a meeting to discuss items herein or other matters of concern, the following procedures will be followed:

1. Either party may request a meeting outlining their concern in writing and submitting such documents five (5) days in advance of the meeting.
2. The meeting, when requested, must be held within two (2) weeks of such a request unless mutually agreed to such extension of time that seems desirable.
3. Request for meetings shall be answered in writing and become a permanent part of the record of both groups.
4. This section shall not be used to deny the right to file an individual or group grievance.

ARTICLE V.

FRINGE BENEFITS

Fringe benefits shall not be less than those applying to other subordinate certified staff, but will include:

1. Thirteen (13) days sick leave.
2. Medical Insurance
100% of the cost of Connecticut General Medical and Surgical Plan, Prescription Plan, Dental Plan and Major Medical coverage. Subject to the following changes in deductibles effective upon mutual ratification of the 1994-97 agreement:
 - (1) Major medical deductible \$200 individual and \$400 family.
 - (2) Co-payment on major medical 20% of first \$5,000.
 - (3) Dental deductible \$50 individual and \$100 family (waived for preventive care).
 - (4) Effective close of business 6/30/97, change prescription co-pay to \$6 for brand name, \$3 for generic and \$0 for mail order.
3. Twenty-two (22) days vacation per year; if an administrator is required to forego any part of his/her contracted vacation period by order or request of the Board of Education and /or the Superintendent of Schools, the portion lost will be applied to the vacation period of the next year.
4. 100% payment of Group Income Protection Plan - The salary of the employee will be continued at 60% during the 90 day waiting period, after depletion of accumulated sick days. An Administrator uninsurable under this plan will be given credit toward another plan in an amount not to exceed the cost of enrollment in the Group Plan. This provision applies to all administrators employed, with the exception of others, who may fail the physical, but will receive benefits equal to the other administrators, with the added costs involved to be borne by the employee.
5. At the start of the 25th year of employment in North Brunswick Township, the said administrator will receive three (3) additional vacation days per year.
6. A member who dies before his/her contract period is completed shall have payment for the proportionate vacation days and unused sick leave reimbursement (as defined for retirees) due him/her, given to his/her estate.
7. A member who resigns or retires during the contract year shall receive proportionate cash payment for the vacation days due him/her.

8. Any money due an administrator during his/her vacation shall be given to him/her in advance of the vacation, provided the Business Office has been notified of his/her vacation prior to June 1st.
9. Administrators will be reimbursed for the use of their personal car at the rate established in the district.
10. Upon retirement to a State retirement system, on a pay status, (excluding deferred retirement), administrators with ten (10) or more years of service in the North Brunswick Township School District, will receive payment for each accumulated sick day upon day of retirement at a rate of \$65.00 per accumulated sick day for 1995-96, \$70.00 for 1996-97 and \$75.00 for 1997-98. Upon resignation in good standing, administrators with fifteen (15) or more years of service in the District will receive payment for each accumulated sick day, upon date of resignation, at a rate of \$25.00
11. Meal reimbursement for attending evening meetings shall be at the rate established for the District.

ARTICLE VI.

TEMPORARY LEAVE OF ABSENCE

This article shall cover brief absences not chargeable to sick leave or for professional reasons directly beneficial to the school year.

- A. DEATH IN THE IMMEDIATE FAMILY (An allowance of up to five (5) consecutive days shall be granted): This allowance is not cumulative. Immediate family shall include: husband, wife, mother, father, mother-in-law, father-in-law, child, sister, brother, grandfather, grandmother, or anyone making his or her home with the family of anyone who actually stands in the position of a member of the immediate family to the employee. Additional time beyond the five (5) days may be applied against any unused personal leave from the three (3) days of personal leave allowed under Paragraph "B" below.
- B. OTHER EMERGENCIES OF PERSONAL NATURE (An allowance of up to a total of three (3) days leave during a school year, with prior approval by the Superintendent of Schools, shall be granted for the following reasons):
1. Serious illness in the immediate family
 2. Death of relative of the second degree (Definition: uncle, aunt, niece, nephew, cousin, or relative by marriage)
 3. Observance of a religious holiday
 4. Court subpoena
 5. Moving
 6. Marriage of employee
 7. House closing
 8. Graduation of son, daughter, or spouse from college
 9. To receive a degree
 10. Death of a friend or relative outside the administrator's immediate family, as previously defined
 11. Study for and/or participation in comprehensive examinations for further degrees
 12. Emergency repair of items directly affecting health and safety of the family
 13. Medical appointment
 14. Two (2) days each year will be granted, with prior approval of the Superintendent, within the reasons listed; and one (1) day each year will be granted, with prior approval, without the need to specify the reason for the personal request
 15. Any other emergency or urgent reason not included in B. 1 to B. 13 above, if approved by the Superintendent of Schools or the Board of Education

- C. Requests for personal leave should be submitted at least two (2) full working days in advance of the date of personal leave. The Superintendent of Schools will have the right to waive this time requirement in case of emergency.
- D. Requests for personal leave shall not be granted on days preceding or following a school holiday except in cases of emergency.
- E. Any unused personal leave days provided by Paragraph B. above shall be accumulated as sick days in the succeeding school year.

ARTICLE VIII.

EXTENDED LEAVES OF ABSENCE

- A. The Board of Education shall consider the request of a tenure administrator who applies for a leave of absence without pay for two (2) years to teach in an accredited college or university without loss of tenure.
- B. A leave of absence without pay for one (1) year may be granted to a tenure administrator for the purpose of caring for a sick member of the immediate family, as defined in Article VI. A. Additional leave may be granted at the recommendation of the Superintendent and the discretion of the Board.
- C. Other leaves of absence without pay may be granted at the sole discretion of the Board.
- D. Upon return from leave granted pursuant to Section A. only of this Article, an administrator shall be placed on the salary schedule at the level he/she would have achieved if he/she had not been absent; provided, however, that the time spent on said leave shall not count toward the fulfillment of the time required for tenure.
- E. All benefits accumulated in North Brunswick Township, excluding salary to which an administrator was entitled at the time his/her leave of absence commenced, including unused accumulated sick leave, shall be restored upon his/her return from the granted leave of absence.
- F. All medical and hospital and insurance benefits shall be continued at Board expense at the group rate while an administrator is on leave granted pursuant to Section A., above, only.
- G. All extensions or renewals of leaves shall be applied for in writing, and the reply shall be in writing.

H. MATERNITY LEAVE

Maternity leave without pay shall be granted by the Board of Education in accordance with the following procedure:

1. All initial applications for, and application for extensions or reductions of, maternity leave shall be made in writing to the Superintendent.

2. Any administrator intending to apply for maternity leave shall advise the Superintendent of the fact of her pregnancy and of her prospective plans for taking maternity leave and of her best estimate of when the maternity leave will commence and terminate. The administrator shall request maternity leave of the Superintendent of Schools in writing at least ninety (90) days prior to the date she wishes her leave to commence. Such written request shall specify the date when the administrator wishes her leave to commence and to terminate.
3. The commencement date of the maternity leave shall be determined by taking into account the needs of the district and the physical ability of the administrator to continue her assignment.
4. The Board may require an administrator, during her pregnancy, to produce a certificate from her physician stating that she may continue working effectively at the duty to which an administrator has been assigned. Except for good reason, the Board shall not require the administrator to produce such a certificate (update) more than once every thirty (30) calendar days.
5. In the event of any question as to the condition of the pregnant administrator, a conference shall be arranged between the Board's physician and the attending physician.
6. Nothing stated herein is intended to restrict the right of the Board to remove any pregnant administrator from her duties if it should determine that her performance has substantially decreased from the time immediately prior to her pregnancy or for any other just cause.
7. Maternity leave may be granted for a period of up to the end of the academic school year in which the maternity leave commenced and upon the request of an administrator under tenure or who has received a tenure-year contract for an additional academic school year for such administrator. An administrator on maternity leave shall notify the Board in writing of her intention to return to the district by April 1st of the school year preceding the school year in which she wishes to return to the district, or ninety (90) days prior to said intended return date, whichever is sooner. Failure to provide such written notification shall be deemed a resignation as an administrative staff member in the district.
8. When an administrator who has been granted a maternity leave returns to the system, such administrator may be assigned to any position decided upon by the Superintendent so long as such assignment is within the certification of such administrator.

9. The Board may set reasonable conditions for the granting of the maternity leave, including requirement that the administrator receiving such leave not accept full-time employment, or undertake any employment or full-time graduate study during all or part of the period of the maternity leave which would interfere with the purpose of such leave.
10. Except as provided in Paragraph 7, above, nothing herein is intended to create any right with respect to non-tenured administrators to maternity leave except as such non-tenured administrators may have under requirements of law. A maternity leave granted to any non-tenured administrator shall not extend beyond the end of the academic school year in which the leave is granted unless the Board, at its sole discretion, grants an extension of such leave.
11. Any administrator who has applied for and received maternity leave may re-apply for permission to return to employment during any academic school year for which such leave was granted, and such leave may thereupon be terminated by the Board, at its sole discretion.
12. All maternity leaves of absence shall be without benefit of experience increment credit.

ARTICLE VIII.

EVALUATIONS

1. A written evaluation and conference by the Superintendent of Schools will be given not later than December 15th of each school year. In the event that the Superintendent of Schools is incapacitated due to illness or other extreme circumstance, the evaluation will be given by the Assistant Superintendent.
2. Non-tenured administrators will have their third evaluation not later than April 15 of each school year. Tenured administrators will have their second evaluation completed by June 15 of each school year. The above evaluation schedule shall be construed as minimum.
3. The Association member shall be given a copy of an evaluation report prepared by his/her evaluator at least one day before any conference to discuss the evaluation report.
4. In the event that the administrator evaluated feels it desirable to bring to the Board of Education factors of disagreement or additional information in the evaluation, he/she may request a meeting with the Board. In the event of such a request, the meeting shall be held within three (3) weeks of the date of such a request. This procedure will not be used as an informal grievance procedure.

In the event that the administrator evaluated does not wish to meet with the Board, he/she shall have the right to attach a written addendum to the evaluation.

5. Any complaint regarding a member of this Association made to any member of the Board or to any member of the central administration by any parent, student, teacher or other person and which may be used in the evaluation of that member shall be:
 - a. Referred, in writing, to that Association member
 - b. Then promptly investigated

ARTICLE IX.

ADMINISTRATORS' SCHEDULES

- A. Most administrators will not be scheduled for the Christmas holiday period. Coverage at the secondary schools during Christmas will be done by the administrators. Any administrator who works during the Christmas holiday shall have an equal number of day (s) off during Spring or Winter Vacation.
- B. This schedule will in no way limit the Superintendent from calling in any administrators as needs or emergencies arise and he/she deems their presence in school offices to be necessary. Administrators planning vacation periods at Easter shall include such request in their original vacation schedule.
- C. School offices will be considered closed on inclement weather days. Time spent at school on such days will be the prerogative of each Principal in line with the assigned responsibility.
- D. Administrators will observe the holiday schedule of all other 12-month employees except as noted in A. above. The Superintendent may schedule administrators on any day on which their presence is necessary.
- E. Administrators shall have a duty-free lunch period equivalent to that of the teachers. Minimum work day will be from 8:00 a.m. to 4:00 p.m. (7:45 to 3:45 for HS) during the school year. In the summer, hours will be from 8:30 a.m. to 3:30 p.m.. Any change in hours will be mutually agreed upon with the Superintendent.
- F. Administrators may leave the building upon notification to the Superintendent's Office. All administrators will sign in and out of their buildings.

ARTICLE X.

PROGRAMS

On technical educational matters, it shall be desirable for administrators to be able to request consultant services for improvement and research of the educational program, subject to the approval of the Superintendent of Schools and the Board of Education.

ARTICLE XI.

DEFENSE OF OFFICERS AND EMPLOYEES AGAINST CIVIL ACTIONS

Whenever any civil action has been or shall be brought against any person holding any office, position or employment under the jurisdiction of any Board of Education, including any student teacher, for any set or omissions arising out of and in the course of the performance of the duties as such office, position, employment or student teaching, the Board shall defray all costs of defending such action, including reasonable counsel fees and expenses, together with costs of appeal, if any, and shall save harmless and protect such person from any financial loss resulting therefrom; and said Board may arrange for and maintain appropriate insurance to cover all such damages, losses and expenses. The Board shall reimburse an administrator involved in a school-related accident an amount not to exceed \$100.00 for expenses or losses for which they are not reimbursed under their insurance clause.

ARTICLE XIII.

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Association shall have the right to use school facilities and equipment including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials, supplies, and equipment incident to such use.
- B. All orientation programs for teachers shall be sponsored by the Board in cooperation with the Association.
- C. The Association shall have the right to reasonable use of the interschool mail facilities and school mailboxes, with the understanding that the Board has no responsibility or liability for delivery or misdelivery of any materials.
- D. The rights and privileges granted to the Association by this Agreement as exclusive representative of the administrators are not intended by the parties to be granted to any other organization representing any administrators in the unit in connection with terms and conditions of employment.

ARTICLE XIII.

ASSOCIATION-BOARD-ADMINISTRATION LIAISON

- A. Recognizing that any agreement entered into by the professional staff, the Board of Education, and the administrators of schools will be effective in providing for better educational opportunities for children only if properly implemented by way of effective and continuing communication on subjects related to current school practices and problems; therefore, the Liaison Committee shall be determined by the Association.
- B. Meetings shall be held at the request of either party within fifteen (15) work days after request. Meetings shall be after school hours.

The President of the Association and/or his/her representative (s) shall meet with the Superintendent, members of the Board, and/or his/her or their designated representative (s) at the request of either party within five (5) work days of said request.
- C. The requests for any meeting (s) shall be in writing, submitted fifteen (15) days prior to the date requested for said meeting.
- D. Requests for such meeting (s) shall be answered in writing.
- E. Any request for a meeting should contain the specific agenda.
- F. This section shall not be used to deny the right to file an individual or group grievance.

ARTICLE XIV.

SALARY

The basic salaries of all Administrators is set forth in Appendix I which is attached hereto and made a part hereof.

1. In the event that the North Brunswick Township Board of Education and the North Brunswick Township Administrative Education Association have not reached a settlement prior to June 30th of a contract year during which this Agreement is in effect, the administrators will be paid at their present salaries until a contract settlement is reached. At this time, the administrators will receive their increases retroactive to July 1st of the contract year under consideration.
2. All administrators who have completed 5 years through 14 years of service with the district will receive \$250.00 service bonus which will remain outside the salary guide. Such bonus will be in addition to the contract salary as scheduled above.
3. All administrators who have completed 15 years through 24 years of service with the district will receive \$450.00 service bonus, in addition to the amount on the above guide, as their contractual salary.
4. All administrators who have completed 25 years or more of service with the district will receive \$550.00 service bonus, in addition to the amount on the salary guide, as their contractual salary.
5. Any additional increase in longevity given to teachers in their contracts shall also be given to the administrators.

ARTICLE XV.

BUILDING USE

An administrator shall not be required to work in a building that is not manned by a custodian.

ARTICLE XVI.

PROFESSIONAL DUES

The Board will reimburse the administrator for the annual dues in educational organizations that are job oriented. Such payments shall be made directly to the administrator upon his filing of receipted proof of such organization membership.

The amount of reimbursement shall be \$200 per school year.

ARTICLE XVII.

PROFESSIONAL CONFERENCE ATTENDANCE

Upon request, with the approval of the Superintendent, and within budgetary allotments, up to three (3) administrators be permitted to attend national conferences. All expenses associated with travel, housing, meals and registration will be fully reimbursed to the administrator.

In furtherance of this provision, the Board shall budget a minimum of \$3,000.00 per school year to be utilized, subject to the approval of the Superintendent.

ARTICLE XVIII.

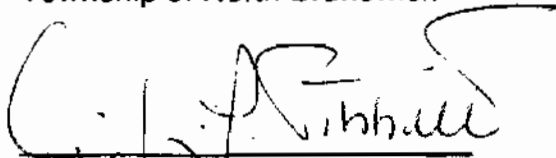
FINAL POINTS

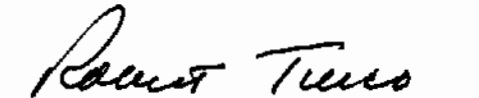
1. The final agreement established shall be formalized by both parties and become an official policy of the school district of North Brunswick Township.
2. Nothing in this Agreement will prohibit either party, under the terms of Chapter 303, from seeking mediation or fact finding under the provisions of said law.
3. The duration of this Agreement shall be for three (3) fiscal years, from July 1, 1995 through June 30, 1998.
4. All other proposals not specifically included herein are withdrawn.

STATEMENT OF CONTRACT

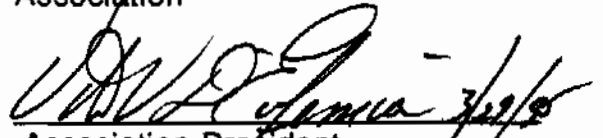
In witness whereof the parties have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon.

Board of Education
Township of North Brunswick


Board President


Board Secretary

North Brunswick Township
Administrative Education
Association


Association President


Association Secretary

DATED: MARCH 30, 1995

	1994-95	1994-95	1994-95	1994-96		1995-96		1996-96		1996-97		1997-98		Total
				Slip	Base Salary	Long.	Total	2.025	Base Salary	Long.	Total	3.410	Base Salary	
1 Smitkin			Principal (H)	100%	90,641	200	93,466	250	96,641	250	99,601	250	100,651	
2 D. Eudonia			Principal (M)	100%	87,224	200	90,049	250	93,224	250	96,364	250	99,634	
3 Bowman			Principal (E)	100%	83,807	400	86,832	450	90,007	450	93,667	450	97,417	
3 Fish			Principal (E)	100%	83,807	200	86,832	250	89,807	250	92,967	250	96,417	
3 Kling			Principal (E)	100%	83,807	500	86,832	550	90,107	550	93,667	550	97,417	
3 Shauman			Principal (E)	80%	75,428		80,135		85,078		90,843		96,813	
4 McBride			Director Sp. Ser.	100%	83,807		86,832	250	89,807	250	92,967	250	96,217	
4 Ressegar			Admin. Sp. Prop.	100%	83,807	400	86,832	450	90,007	450	93,667	450	97,417	
4 Swiloff			Director of Inst.	95%	79,817	400	84,466	450	89,916	450	94,867	450	100,917	
5 Johnson			Asst. Prin. (H)	95%	77,869		82,467		87,507		92,917		98,917	
5 Libro			Asst. Prin. (H)	100%	81,757	400	84,582	450	88,032	450	91,487	450	94,937	
6 Levy			Asst. Prin. (M)	100%	80,390	400	83,215	450	86,590	450	89,550	450	92,967	
					981,759	984,859	1,031,540		1,072,840		1,116,014		1,169,814	
1994-95			Max Salary				38,781	Total Increase		41,400		43,074		
High School Prin.				Entry	87.5%		4.00%	% Increase		4.00%		4.00%		
Middle School Prin				2nd Year	90.0%									
Elem Principal				3rd Year	92.5%		38,670			41,262		42,818		
Spec Serv/Prin.				4th Year	95.0%									
HS Asst. Prin				5th Year	97.5%									
Middle Asst. Prin				6th Year	100.0%									
Elem Asst Prin														

SEE ADDENDUM 3/22/98

CONTRACT ADDENDUM

This addendum agreement, entered into this 29th day of March, 1995 to become effective on the first day of July, 1995 by and between the Board of Education of the Township of North Brunswick, New Jersey, and the North Brunswick Township Administrative Education Association.

Article I - Recognition

Add the following title to paragraph (A): Director of Support Services.

Article XIV - Salary

Correct Appendix I as follows:

Add Director of Support Services as a category with a 1994-95 Maximum Salary base of \$90,641.

Change title for Leonard Simkin to Director of Support Service.


All contractual salary and longevity data for Leonard Simkin for the period 1995-96 though 1997-98 remain as listed on Appendix I.


A corrected copy of Appendix I is attached to this agreement.

STATEMENT OF CONTRACT

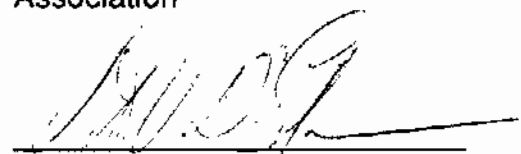
In witness whereof the parties have caused this Addendum Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon.

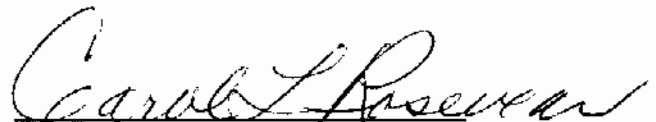
Board of Education
Township of North Brunswick


Board President


Board Secretary

North Brunswick Township
Administrative Education
Association


Association President


Association Secretary

Dated: MARCH 30, 1995

APPENDIX I

ID	Last Name	First Name	Title	1994-95		1994-96		1995-96		1995-96		1996-97		1996-97		1997-98		1997-98	
				Step	Base Salary	Long.	Total Salary	2,825	Base Salary	Long.	Total Salary	2,925	Base Salary	Long.	Total Salary	3,410	Base Salary	Long.	Total Salary
Guide																			
2	Sankin	Leonard	Director Support Svc.	100%	90,641	200	93,466	250	93,716	100%	96,381	250	96,641	100%	99,801	250	100,051		
3	Eufemia	Vito	Principal (M)	100%	87,224	200	90,049	250	90,299	100%	92,974	250	93,224	100%	96,384	250	96,634		
4	Bowman	Pejer	Principal (E)	100%	83,807	400	86,632	450	87,082	100%	89,557	450	90,007	100%	92,967	450	93,417		
4	Fish	Joann	Principal (E)	100%	83,807	200	86,632	250	86,882	100%	89,557	250	89,807	100%	92,967	250	93,217		
4	King	Charles	Principal (E)	100%	83,807	500	86,632	550	87,182	100%	89,557	550	90,107	100%	92,967	550	93,517		
4	Shurman	Johnathan	Principal (E)	90%	75,426		80,135		80,135	95%	85,079		85,079	87.5%	90,643		90,643		
5	McBride	Tomatina	Director Sp. Svc.	100%	83,807		86,632	250	86,882	100%	89,557	250	89,807	100%	92,967	250	93,217		
5	Rosewear	Carol	Admin Sp. Prog.	100%	83,807	400	86,632	450	87,082	100%	89,557	450	90,007	100%	92,967	450	93,417		
5	Sarkoff	Alan	Director of Inst.	95%	79,617	400	84,466	450	84,916	100%	87,507	450	87,957	100%	90,917	450	91,367		
6	Johnson	Gayle	Asst. Prin. (H)	100%	81,757	400	84,582	450	85,032	100%	87,507	450	87,957	100%	90,917	450	91,367		
6	Libro	Stephen	Asst. Prin. (H)	100%	80,390	400	83,215	450	83,665	100%	86,140	450	86,590	100%	89,550	450	90,000		
7	Levy	Philip	Asst. Prin. (M)	100%	93,175	894,859	1,031,540		1,035,340	100%	1,072,940		1,076,740	100%	1,116,014		1,119,814		
Guide	1994-95																		
1	High School Prin.	Max. Salary			90,641		99,781	Total Increase											
2	Dir. Support Svc.				87.5%		4.00%	% Increase											
3	Middle School Prin			Entry															
4	Elem Principal			2nd Year	90.0%														
5	Spec Serv/Proj.			3rd Year	92.5%														
6	HS Asst. Prin			4th Year	95.0%														
7	Middle Asst. Prin			5th Year	97.5%														
8	Elem Asst Prin			6th Year	100.0%														