

THIS BOOK DOES
NOT CIRCULATE

A G R E E M E N T

between

THE BOARD OF EDUCATION
of
THE TOWNSHIP OF SOUTH BRUNSWICK
COUNTY OF MIDDLESEX, NEW JERSEY

and

SOUTH BRUNSWICK SCHOOL ADMINISTRATORS ASSOCIATION

effective: July 1, 1975 -
June 30, 1977

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RUTGERS UNIVERSITY

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ARTICLE 1

1. A. UNIT MEMBERSHIP

2. In accordance with Chapter 123, Public Laws of 1974, the Board hereby
3. recognizes the South Brunswick School Administrators Association as the
4. exclusive and sole representative for the collective negotiation concern-
5. ing terms and conditions of employment for all Principals, Assistant
6. Principals, the Director of Instructional Development, and any Adminis-
7. trative Assistants employed by the Board. Incumbents in already exist-
8. ing or newly created titles may be represented by the Association in
9. accordance with the membership provisions of the Association's bylaws
10. and the appropriate laws of the State of New Jersey.

11. Existing Titles

12. Any such incumbent in a newly represented title shall be included in the
13. provisions of this contract at the beginning of the next fiscal year and
14. only after the Board is officially notified of such change.

15. Newly Created Titles

16. Any incumbents in titles created after this contract becomes effective
17. and prior to December 31, shall be included in the provisions of this
18. contract on January 1 of that school year.

19. B. DEFINITION

20. Unless otherwise indicated, the term "administrator" when used hereinafter
21. in this agreement, shall refer to all professional employees represented
22. by the association in the negotiating unit as above defined, and referen-
23. ces to male administrators shall include female administrators.

ARTICLE II. NEGOTIATION PROCEDURES

1. A. DEADLINE DATES

2. The parties agree to enter into collective negotiations over a successor
3. agreement in accordance with Chapter 123, Public Laws of 1974 in a good
4. faith effort to reach agreement on the terms and conditions of administra-
5. tor's employment. On or before September 30 of each year, the President
6. of the Board and the President of the Association shall determine the time,
7. date, and place of the first negotiations meeting. Negotiations shall
8. begin no later than 135 days before the submission of the annual school
9. budget to the public.

10. B. NEGOTIATING TEAM AUTHORITY

11. Neither party in any negotiations shall have any control over the selection
12. of the negotiating representatives of the other party. The representatives
13. of both parties shall be empowered to make proposals, consider proposals
14. and make counter proposals in the course of negotiations within the pre-
15. determined limits prescribed by the respective parties.

16. C. CONSULTANTS

17. When mutually agreed upon, clerical assistance and consultants shall be
18. contracted by both parties; in such case the costs will be shared equally
19. by the Association and the Board.

20. D. CONDUCT OF MEETINGS

21. At the beginning of negotiations, the negotiators shall adopt a written
22. set of procedures for conducting negotiations meetings.

23. E. EXCHANGE OF INFORMATION

24. The Association shall have access to all available information concerning
25. the financial resources of the district.

26. F. AGREEMENTS

27. As tentative agreements are reached these shall be reduced to writing,
28. dated and initialed by the spokesman for each group.

29. G. MODIFICATION

30. 1. Understanding of Parties

31. This agreement incorporates the entire understanding of the parties on all
32. matters which were or could have been the subject of negotiation. Reopen-
33. ing of negotiations to consider any modification of this agreement shall
34. be made only by mutual consent of both parties. Any such modification shall
35. be effective only when agreed to in writing and duly executed by both
36. parties.

37. H. IMPASSE

38. In the event that the Board and the Association have failed to reach agree-
39. ment on all topics of negotiations, after genuine and sincere efforts to
40. negotiate, either the Board, the Association, or the two jointly, may
41. notify the Executive Director of the Public Employment Relations Commission
42. in writing that an impasse exists, and shall request the assignment of a
43. mediator, and follow the procedures and regulations as outlined in P.L.123.

ARTICLE III. GRIEVANCE PROCEDURE

1. A. DEFINITION

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

14. B. RIGHTS OF THE AGGRIEVED

15. 1. Any individual employee represented by the association shall be ensured
16. freedom from restraint, interference, coercion, discrimination, or reprisal
17. in presenting his appeal. He shall have the right to present his own appeal
18. or to designate a representative of the Association, or other persons of
19. his own choosing to appear with him at any step in the grievance procedure.
20. Whenever he chooses to have other persons to appear with him, the Associa-
21. tion will have the option of being present.

22. 2. The Association shall have access to all available information which
23. may be necessary to process any grievance.

24. C. PROCEDURE

25. 1. An employee with a grievance shall first discuss it with his immediate

26. supervisor within fifteen (15) work days from date party becomes aware of
27. grievance with the object of resolving the matter informally, or the grie-
28. vance shall be barred.

29. 2. If, as a result of the discussion, the matter is not resolved to the
30. satisfaction of the employee within five (5) work days, he shall, within
31. five (5) work days, set forth his complaint in writing to his immediate
32. supervisor, which shall include the policy agreement for administrative
33. decision which the grieving party claims has been violated as to him/her.
34. The supervisor shall communicate his decision to the employee in writing
35. within five (5) work days of receipt of the written complaint.

36. 3. The employee may appeal the supervisor's decision to the Superintendent
37. of Schools within a period of ten (10) work days. The appeal to the Sup-
38. erintendent must be made in writing and must set forth the grounds upon
39. which the grievance is based. The Superintendent shall request a report
40. on the grievance from the supervisor, shall confer with the concerned
41. parties, and, upon request, with the employee or supervisor separately.
42. He shall attempt to resolve the matter as quickly as possible, but within
43. a period of ten (10) work days, the Superintendent shall communicate his
44. decision in writing to the employee and the supervisor.

45. 4. If the grievance is not resolved to the employee's satisfaction within
46. ten (10) work days, he may request a review by the Board. The request shall
47. be submitted in writing through the Superintendent, who shall attach all
48. related correspondence and forward the request to the Board. The Board
49. or committee of the Board (consisting of not less than three (3) members)
50. shall review the grievance and may at its option hold a hearing with the
51. employee. In the event that the Board decides not to hold a hearing the
52. Board shall render a decision in writing within fifteen (15) calendar days

53. of receipt of the request. In the event that a hearing is held said hear-
54. ing shall be scheduled within twenty-one (21) calendar days from the re-
55. ceipt of the request and render a decision in writing within fifteen (15)
56. calendar days from the date when the hearing is complete.

57. In the event that a committee of the Board shall hold the hearing the Board
58. shall proceed as though the evidence had been heard by the Board as a whole.

59. 5. If the grievance is still not resolved to the satisfaction of the ag-
60. grieved party, and the Grievance Committee of the Association feels the
61. grievance has merit, the grievance may be submitted to arbitration by a
62. written notice to the Board within ten (10) work days following receipt
63. of the Board's decision.

64. 6. Within ten (10) work days after such written notice of submission to
65. arbitration, the Board and the Grievance Committee shall attempt to select
66. a mutually acceptable arbitrator and shall obtain a commitment from said
67. arbitrator to serve. If the parties are unable to agree upon an arbitra-
68. tor or to obtain such a commitment within the specified period, a request
69. for a list of arbitrators may be made to the American Arbitration Associa-
70. tion for the selection of an arbitrator. If the parties are still unable
71. to agree upon an arbitrator, they shall request the American Arbitration
72. Association to appoint an arbitrator.

73. 7. The arbitrator so selected shall confer with the representatives of
74. the Board and the Grievance Committee and hold hearings promptly and shall
75. issue his decision not later than thirty (30) calendar days from the close
76. of the hearings, or if oral hearings have been waived, then from the date
77. the issues are submitted to him. The arbitrator's decision shall be in
78. writing and shall set forth his findings of fact, reasoning and conclusions
79. on the issues submitted. The decision of the arbitrator shall be submitted

80. to the Board and the Association and shall be final and binding on both
31. parties.

ARTICLE IV. SALARY AND FRINGE BENEFITS

1. A. SALARY GUIDE

July 1, 1975 - June 30, 1976

Steps	H.S. Prin.	M.S. Prin.	Elem. Prin. (351 or more st.)	Elem Prin. (350 or less st.)	Vice Prin. Admin. Asst. D.I.D.
1	\$23,500	\$21,500	\$20,000	\$19,500	\$18,500
2	\$24,500	\$22,500	\$20,900	\$20,400	\$19,350
3	\$25,500	\$23,500	\$21,800	\$21,300	\$20,200
4	\$26,500	\$24,500	\$22,700	\$22,200	\$21,050
5	\$27,500	\$25,500	\$23,600	\$23,100	\$21,900
6	\$28,500	\$26,500	\$24,500	\$24,000	\$22,750
7	\$29,500	\$27,500	\$25,400	\$24,900	\$23,600
8	\$30,500	\$28,500	\$26,500	\$26,000	\$24,500

July 1, 1976 - June 30, 1977

Steps	H.S. Prin.	M.S. Prin.	Elem. Prin. (351 or more st.)	Elem Prin. (350 or less st.)	Vice Prin. Admin. Asst. D.I.D.
1.	\$24,000	\$22,000	\$20,500	\$20,000	\$19,000
2	\$25,000	\$23,000	\$21,400	\$20,900	\$19,850
3	\$26,000	\$24,000	\$22,300	\$21,800	\$20,700
4	\$27,000	\$25,000	\$23,200	\$22,700	\$21,550
5	\$28,000	\$26,000	\$24,100	\$23,600	\$22,400
6	\$29,000	\$27,000	\$25,000	\$24,500	\$23,250
7	\$30,000	\$28,000	\$25,900	\$25,400	\$24,100
8	\$31,000	\$29,000	\$27,000	\$26,500	\$25,000

2. B. ADMINISTRATIVE ASSISTANTS IN INDIVIDUAL SCHOOLS

3. Administrative Assistants in individual schools will be paid a salary based
4. on their step on the teachers contract plus \$3,000 for 12 months employment.
5. The maximum salary for this position is established at \$21,000. The same
6. fringe benefits granted to other 12 month employees in this bargaining unit
7. will be granted to an individual in this position.

8. C. Administrators who do or will fall above the salary range established
9. for the 1975-76 or 1976-77 school year shall be granted an increase of \$500
10. for each of these two years subject to the conditions stated in D. below.

11. D. EVALUATION

12. Each administrator shall be evaluated by the Superintendent or the adminis-
13. trator's immediate supervisor at least once during the contract year. The
14. purpose of the evaluation shall be to provide a basis for the improvement
15. of performance and professional growth. A written report of the evaluation
16. shall be presented to the person evaluated.

17. Any person who fails to correct deficiencies noted in the report by the end
18. of that contract year may be denied all or any portion of the scheduled
19. increase.

20. E. The initial salary of a newly appointed administrator shall be negotiated
21. between the administrator and the Board of Education.

22. F. The "Director of Personnel" with the primary responsibility for neg-
23. otiating and administering various group contracts is an "exempt" employee
24. and shall belong to no bargaining unit.

1. A. SICK LEAVE

2. 1. Accumulative

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

6. 2. Transfer of Sick Leave

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

10. B. TEMPORARY LEAVES OF ABSENCE

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

13. 1. Death in the Family

14. In the event of a death in the immediate family, an allowance up to three
15. (3) days leave shall be granted. "Immediate family" shall be husband, wife,
16. child, stepchild, father, mother, brother, sister, father-in-law, mother-
17. in-law, or any member of the administrator's immediate household. Two
18. additional days of leave may be granted upon the approval of the Superin-
19. tendent for unusual or extenuating circumstances.

20. 2. Funerals

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

23. 3. Personal

24. Absence of three (3) days per year may be granted to an administrator with-
25. out reduction in pay for personal business which cannot be performed other
26. than during hours of employment.

27. 4. Legal Proceedings

28. Time necessary for appearances in any legal proceedings connected with the
29. school system or which involves a South Brunswick student which the admin-
30. istrator is required or requested to attend shall be granted without loss
31. of pay. No salary deductions shall be made for absence when subpoenaed
32. to be a witness in court. Those regular employees called for jury duty shall
33. be paid at their regular rate less compensated fees for jury duty. (Board
34. Policy section 3.3.17.1 Adopted March 28, 1962).

ARTICLE VI. SABBATICAL LEAVE

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

4. A. DURATION

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

7. B. ELIGIBILITY

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

10. C. LIMITATIONS

11. No more than one or the equivalent of one of the personnel included in this
12. Agreement shall be granted sabbatical leave during any school year. When
13. more than one person is granted sabbatical leave within the limitations set
14. forth above, the total time granted is not to exceed six (6) months. The
15. Superintendent may determine that additional leaves would be of benefit to
16. the school system.

17. D. TEMPORARY VACANCIES

18. When an administrator is granted a sabbatical leave, his position and all
19. other administrative positions in the school system will be filled during
20. such leave unless it is determined by the Superintendent and the Principal
21. of the building concerned, or solely the Superintendent for Central Office
22. positions, that it is inappropriate to fill the position during the person's
23. absence. The Superintendent of Schools shall be responsible for the devel-
24. opment of rules and regulations to implement this policy.

ARTICLE VII. VACATIONS

1. A. ALLOCATED DAYS

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

7. B. SEPARATION FROM DISTRICT

8. 1. A member who dies shall have payment for his unused vacation days given
9. to his estate.
10. 2. A member who resigns or retires during the contract year shall receive
11. cash payment for those unused vacation days accumulated up to date of term-
12. ination.

ARTICLE VIII. ADMINISTRATIVE VACANCIES

1. A. NOTIFICATION

2. Notices of Administrative Vacancies, including salary range, shall be sent
3. to each administrator not less than ten (10) work days prior to the final
4. date of application.

5. In the event that an administrator wishes to file for any vacancy which may
6. occur during the summer months or during a leave of absence, said adminis-
7. trator shall notify the Superintendent of Schools of said interest and the
8. type of position for which application would be made. The Superintendent
9. of Schools of shall make every reasonable effort to notify the person of
10. an existing vacancy.

11. B. Applicants for administrative positions within the district shall be
12. given consideration for any position for which application is made, includ-
13. ing an interview with the appropriate personnel.

14. C. Unsuccessful applicants from within the district shall be notified in
15. writing.

ARTICLE IX. PARTICIPATION PLAN

1. A. RIGHTS AND RESPONSIBILITIES

2. It shall be the right and responsibility of the administrative staff to
3. participate in the development of the educational program and professional
4. practices in accordance with the procedures described in Board policy and/
5. or rules and regulations. It shall also be the right and responsibility
6. of the administrative staff to participate in the development and/or rev-
7. ision of policies or rules and regulations or agreements to be negotiated
8. which govern the development of the educational program, student, profes-
9. sional and non-professional personnel practices, determination of education-
10. al materials, and use of school facilities. These policies and rules and
11. regulations shall include matters covered in the Board Policy Manual as
12. well as any negotiated agreements with other professional groups.
13. Since the authority and responsibilities of school administrators are det-
14. ermined by state law, Board Policy and rules and regulations, said authority
15. and responsibilities are not subject to change through negotiated agree-
16. ments with employee groups.

17. B. DEFINITION OF PARTICIPATION

18. Participation shall mean taking part in a collective development of policies
19. through a sharing of ideas, considerations, and concerns. Such participation
20. could take place during the fifth Monday of Month Meetings, an appointed
21. special committee, and Administration Council Meetings.

22. C. NOTIFICATION OF INTENTION TO CHANGE POLICY

23. 1. The Board shall notify the Association of its intention to change policies
24. and/or rules and regulations listed in the Board Policy Manual and other
25. items listed in Part A at least thirty (30) calendar days prior to action

26. at a public Board meeting. Within ten (10) calendar days of notification,
27. the Association shall notify the Board in writing whether or not it wishes
28. to meet or consult with the Board on this matter. If a meeting is desired
29. by either party, it shall be held at least ten (10) days prior to public
30. action.

31. 2. Emergency

32. In the event that a situation should arise which requires an immediate
33. change in policy or the adoption of a new policy the notification dates
34. mentioned above shall be nullified. Either party may then request an
35. emergency meeting to discuss the situation and to develop a policy state-
36. ment for immediate adoption.

37. D. PROCEDURE FOR ESTABLISHING CALENDAR

38. A committee of five, two members chosen by the South Brunswick School
39. Administrators Association and three members chosen by the South Brunswick
40. Education Association, will recommend a school calendar for the coming
41. school year. One person from the Central Office Administration shall meet
42. with the committee as a non-voting consultant. The first meeting will be
43. set by the Superintendent before March 1. By the first Monday of April,
44. the committee will report its recommendations to the Superintendent of Schools
45. for approval. Any change in the recommendations will be discussed with the
46. committee by the Superintendent before adoption by the Board of Education.
47. The school calendar will be adopted no later than the first regular Board
48. Meeting in May.

ARTICLE X. RIGHTS OF THE BOARD

1. A. The Board reserves to itself sole jurisdiction and authority over
2. matters of policy and according to provisions of State law, retains the
3. right, subject only to the limitations imposed by the language of this
4. Agreement, in accordance with applicable laws and regulations,
5. (a) to hire, promote, transfer, assign and retain employees in positions
6. within the school district, and for just cause to suspend, demote, discharge
7. or take other disciplinary action against employees,
8. (b) to abolish any such positions for reasons of economy or because of
9. reduction in the number of pupils or of change in the administrative
10. or supervisory organization of the district or for other good cause (18A:29-9),
11. (c) to maintain the efficiency of the school district operations entrusted
12. to them,
13. (d) to determine the means by which such operations are to be conducted
14. and,
15. (e) to take whatever actions may be necessary to carry out the mission of
16. the school district in situation of emergency.
17. The rights of the Board shall include, but not be limited to, the provisions
18. set forth in this Article.
19. B. It is understood by all parties that under the rulings of the courts
20. of New Jersey and the State Commissioner of Education, the Board is for-
21. bidden to waive any rights or powers granted it by law.

ARTICLE XI. INSURANCE

1. The Board of Education shall provide for employee insurance program as
2. follows:
3. A. Blue Cross - Blue Shield - Rider J and Major Medical
4. B. Dental Insurance - employee coverage only - effective July 1, 1975 with
5. provision that family coverage will be provided effective July 1, 1976 if
6. granted to other groups at that time.
7. C. Extended disability; Health or Hardship Leave:
8. 1. Total Disability
9. "Total disability" shall mean one which,
10. (a) results from bodily injuries or disease, and
11. (b) wholly prevents the employee from engaging in his regular occupation;
12. or assuming duties assigned by his superior taking into consideration the
13. nature and degree of the disability.
14. (c) The employee must be under the care of a physician. The Board may
15. require examinations and statements from doctors or its own choosing as
16. frequently as it is deemed necessary.
17. 2. Eligibility
18. (a) Extended total disability benefits shall be payable to all full time
19. employees who are on an annual contractual arrangement with the South
20. Brunswick School System, regardless of the term of service previously
21. performed prior to total disability.
22. (b) Benefits shall not be available to any employee who has been notified
23. in writing that his services are to be terminated or his contract not re-
24. newed, prior to the start of total disability, except as provided in
25. paragraph (d) below.

26. (c) Benefits shall also not be available to any employee who submits
27. his resignation in writing prior to start of his total disability.

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

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

35. 3. Benefits

36. (a) The amount and duration of such benefits shall be determined by the
37. employee's current salary, length of service, and the number of sick days
38. utilized prior to the commencement of this benefit.

39. (b) The amount of the monthly payments shall be determined in the following
40. manner:

41. 1. The basic monthly salary shall be computed by dividing the annual salary
42. by the number of months the employee is required to perform service,
43. as provided in the annual contract:
44. 2. Benefit payments shall be increased by 1/2 percent above the basic 50%
45. payment for each sick day used after the first thirty calendar days of
46. total disability, and prior to the commencement of benefit payments; e.g.
47. an employee uses 40 sick days, after the first 30 calendar day waiting
48. period, to cover his absence under this program. On the basis of 1/2%
49. for each of these days, the percentage factor would be added to the basic
50. 50%, or 70%. Employee, in this case, would be entitled to a monthly
51. benefit of 70% of his regular monthly contract salary.

52. (c) Monthly benefit payments shall not exceed 80% of an employee's
53. regular monthly contract salary. (60 or more sick days provides an 80%
54. factor.)

55. (d) The number of months that benefits shall be payable shall be determined
56. by dividing the total number of months of service as an employee by four.
57. Benefits shall be payable for a portion of a month.

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

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

63. 4. Exclusions of Benefits

64. (a) Benefits shall not be payable for a disability resulting from:

65. 1. Pregnancy
66. 2. Disease or bodily injury willfully and intentionally self-inflicted.
67. 3. Injury incurred or disease contracted prior to becoming an
68. employee of the South Brunswick School System, unless employed
69. for more than three years in this system.
70. 4. Declared or undeclared war, insurrection, invasion, rebellion,
71. revolution, Civil War, or Civil Riot.

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

74. 5. Procedure for Applying for Benefits

75. (a) An application for total disability benefits under this program must
76. be accompanied by a physician's certificate listing the nature of the con-
77. dition and the probable length of total disability of the employee.

78. (b) An application for total disability shall be submitted only after
79. the maximum sick leave days, determined by the employee, have been used
80. to cover absence resulting from his total disability.

81. (c) An employee need not use all sick leave days toward his absence when
82. applying for benefits under this program, but only those days used shall be
83. considered in computing the percentage factor for monthly benefits, as des-
84. cribed under Item b. of Benefits.

85. OFFICIAL LEAVE OF ABSENCE

86. The Board shall provide, at the Administrator's expense, for continuance of
87. health-care insurance and life insurance during an official leave of absence
88. on the terms detailed in the master policies and contracts agreed upon by
89. the Board and the Association.

90. RETIREMENT COVERAGE

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

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

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

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

ARTICLE XII. KNOWLEDGE OF AGREEMENT

1. A. UNDERSTANDING OF AGREEMENT

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

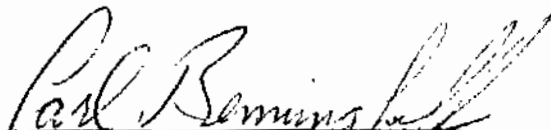
8. B. LEGALITY

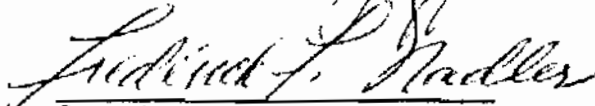
9. Any agreement shall be binding upon the Board and the Association only to
10. extent permitted under the laws of the State of New Jersey and the United
11. States.

ARTICLE XIII. DURATION OF AGREEMENT

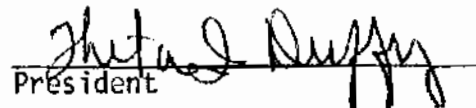
1. This Agreement shall be effective as of July 1, 1975 and shall continue
2. in effect until June 30, 1977, subject to the Association's right to negotiate
3. over a successor agreement as provided in the Negotiations Procedure of Ar-
4. ticle V, with the understanding that the dates mentioned there refer to the
5. year immediately preceding the expiration of this contract. It is under-
6. stood that such successor rights depend upon the continued certification
7. of the Association as the exclusive bargaining agent for the South Brunswick
8. School District unit set forth in Article I, such continued certification
9. being subject to the procedures established by the Public Employment Relations
10. Commission of the State of New Jersey. This Agreement shall not be extended
11. orally and it is expressly understood that it shall expire on the date in-
12. dicated.
13. In witness whereof the parties hereto have caused this Agreement to be
14. signed by their respective presidents, attested by their respective secretaries.

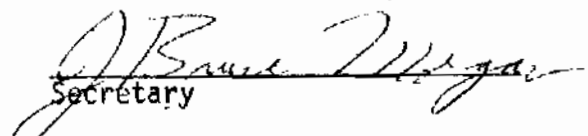
For the Association:


President


Secretary

For the Board:


President


Secretary