

AGREEMENT BETWEEN THE
BOARD OF EDUCATION OF THE CITY OF RAHWAY
IN THE COUNTY OF UNION
THE RAHWAY ADMINISTRATORS AND SUPERVISORS ASSOCIATION
AS MAJORITY REPRESENTATIVE OF CERTAIN PUBLIC EMPLOYEES

FOR THE PERIOD
JULY 1, 1988 THROUGH JUNE 30, 1991

Ratified at
Board Meeting
June 28, 1988

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This Agreement entered into this 1st day of July, 1988, by and between the Board of Education of the City of Rahway, hereinafter referred to as "Board"; and the Rahway Administrators and Supervisors Association hereinafter referred to as "Association".

WITNESSETH:

WHEREAS, in accordance with R.S. 34:13A-1 (L.169,Ch.303), the parties hereto have negotiated certain agreements hereinafter set forth and the Board has determined certain other items hereinafter included for information, and the Parties hereto have negotiated written policies setting forth grievance procedures for the purposes set forth in said Act.

THEREFORE, it is agreed as follows:

ARTICLE I

RECOGNITION

The Board acknowledges with the Association that it has recognized said Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment of the following group of employees and incorporates herein exactly the language and motions utilized to recognize said representation in each case as follows:

- A. At its meeting of December 18, 1968, the following motion was adopted:

"To recognize the Rahway Administrators and Supervisors Association as the representative organization selected by the majority of employees in the unit comprised of and including all certificated administrative, supervisory personnel, and those staff members having administrative or supervisory responsibility, but not including the Superintendent of Schools*, to be exclusive representatives for collective negotiation concerning the terms of employment of the employees in such unit including the representing of interests of such employees without discrimination in accordance with Chapter 303, laws of 1968."

*NOTE: Superintendent, Assistant Superintendent, Business Administrator/ Board Secretary, and Supervisor of Maintenance are not included in the bargaining unit.

ARTICLE II

GRIEVANCE PROCEDURE

A. DEFINITIONS

The term "grievance" means a complaint by any employee that, as to him, there has been an inequitable, improper, or unjust application, interpretation, or violation of a policy, agreement or administrative decision affecting said employee.

The term "grievance" and the procedure relative thereto, shall not be deemed applicable in the following instances:

1. The failure or refusal of the Board to renew a contract of a non-tenure employee, except that appeal for renewal of contract ends with private hearing before the Superintendent of Schools.
2. In matters where the board is without authority to act.

The term "employee" shall mean any regularly employed administrator under contract receiving compensation from the Board but shall include any organization, agency, or person authorized or designated by any employee or any group of employees, or by a public employee's association, or by the Board to act on its or their behalf and to represent it or them, except that should a majority representative be selected, then in accordance with Section 303, said majority representative shall term "party" means an aggrieved employee, his immediate superior, the school principal or any staff member below the Superintendent who may be affected by the determination of the Superintendent in connection with the procedure herein established.

B. PROCEDURES

1. FOR AN INDIVIDUAL'S GRIEVANCE PROCEDURE:

- a. The aggrieved employee will present his grievance in writing to his immediate superior, if not the Superintendent of Schools, who will render his written decision no later than the fifth working day after receipt of the grievance.
- b. (1) In the event that the aggrieved employee shall wish to appeal from the decision rendered pursuant to paragraph 1, he shall within five (5) working days request in writing the person rendering the decision to forward the grievance and the one or two decisions thereon to the Superintendent with a notice of accomplishment of the forwarding to be provided to the aggrieved employee. Within ten working days from the receipt of the request for appeal, the Superintendent will call a hearing at which the aggrieved employee and those persons rendering decisions under paragraphs 1, shall be present. The aggrieved employee may appear on his own behalf and may designate in writing not more than two other persons to appear with him on his behalf.

The Superintendent of Schools shall at said hearing seek to secure all evidence pertinent to the questions and will render his decisions with reason(s) in writing no later than ten (10) working days from the date of the hearing to all parties in interest. Formal rules of evidence shall not be followed at this hearing.

(2) If the immediate superior is the Superintendent, then C would apply.

- C. In the event that the aggrieved employee shall wish to appeal from the decision of the Superintendent of Schools, he shall within five (5) working days file with the Secretary of the Board of Education a notice of his appeal, whereupon the Secretary of the Board of Education shall secure from the Superintendent of Schools the entire file on the matter, and the Board of Education will review the proceedings and within a maximum of five (5) weeks of the date of the notice of appeal hold a private hearing to review the matter. If the appellant, in his appeal, to the Board does not request a hearing, the Board may consider the appeal on the written record submitted to it, or the Board may advise appellant they deem it beneficial to conduct a hearing and set a date for hearing and conduct same. Where the appellant requests in writing a hearing before the Board, a hearing shall be held.

The Board of Education shall, at said hearing, seek to secure all evidence pertinent to the appeal including the presence of the aggrieved and/or not more than two representatives. The Board of Education shall render its decision of the appeal within one (1) month of the hearing.

- D. In the event an employee is dissatisfied with the determination of the Board, then the Association at its sole option may request the appointment of an arbitrator pursuant to the rules and regulations established by the American Arbitration Association with the cost to be borne equally by the Board and the Association as to the first three requests in each year of the Contract, and for all others by the party requesting arbitration.

A request for arbitration shall be made no later than fifteen (15) days following the determination of the Board. Failure to file within said time period shall constitute a bar to such arbitration unless the aggrieved employee and the Board shall mutually agree upon a longer time within which to assert such a demand. This provision is discretionary on the part of the appellant and need not be utilized if a direct appeal is desired by the appellant to the Commissioner of Education. Even should said provision be utilized, the appellant retains all further rights of appeal.

The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He shall neither add to nor subtract from the Agreement between the parties. The findings of the arbitrator shall be binding. Only the Board, the Association, and the grievant together with his representative shall be given copies of the arbitrator's findings. These findings shall be rendered within thirty (30) days of the completion of the arbitration proceedings.

- E. The Board has no further jurisdiction beyond the steps set forth above. However, in the event that the grievance shall remain unresolved after action by the Board, the aggrieved party will so notify the Board within ten (10) working days. There remain two (2) more levels of referral:
- (1) The Commissioner of Education of the State of New Jersey, or through the State Board of Education pursuant to applicable statutes.
 - (2) The Civil Courts.
Procedures for referral here are established by the Commissioner's Office and by law respectively.

2. FOR GROUP GRIEVANCE PROCEDURE:

- a. In the event that a group of employees shall have a common grievance, this grievance may be presented to the Superintendent of Schools by a representative of their choosing, in which case the Superintendent of Schools shall investigate the grievance and call a hearing within ten (10) working days, at which time representatives of the aggrieved employees shall be present together with any other persons whom the Superintendent of Schools may require in order to secure all evidence pertinent to the appeal. Thereafter, the procedure for the appeal from the Superintendent's decision shall follow in accordance with paragraph 3 hereof.

NOTE: As to both 1 and 2 above, inaction at any stage of the period specified for action shall be construed as negative finding.

NOTE: An employee processing a grievance shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal. The status quo shall be maintained pending resolution of said grievance.

ARTICLE III

ADMINISTRATOR RIGHTS

The Board, after having consulted with the Association as representative of the employees and learning of the employees' desires in this area, has determined as follows:

- A. Whenever any administrator is required to appear before the Board of Education or any committee or member thereof concerning any matter which could adversely affect the continuation of that administrator in his office, position, or employment, or the salary or any increments pertaining thereto, he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a person of his own choosing present to advise and represent him during such meeting or interview.
- B. Any administrator shall have the right to comment in writing as to any non-confidential material placed in his file, and such comment shall be attached to the original material. Should said administrator desire a copy of said non-confidential material, he shall have the right to do so by either copying said material by hand or by having copies made of said material at the Board Office, the cost of said copies to be borne by said administrator. Said requests for inspection shall be limited to two (2) in any one (1) academic year, and upon reasonable notice by said administrator to the Office of the Superintendent, he shall have said files available for inspection at times agreed upon between those involved.

ARTICLE IV

ASSOCIATION PRIVILEGES

The Board, after having consulted with the Association as representative of the employees and learning of the employees' desires in this area, has determined as follows:

- A. The Association, as majority representative, shall have the right to place in one school, at its expense in a room normally used by administrators, if practical, one bulletin board to be utilized exclusively by the Association for its own Association business.
- B. The Board agrees to continue to allow the Association to have access to use of buildings on proper notice to the Superintendent in accordance with rules and regulations established by the Board.

ARTICLE V

ADMINISTRATOR EMPLOYMENT

The Board agrees that it shall direct its administration to offer contracts for the next school year to those administrators already employed who are to be re-employed not later than April 30th of the prior year, to the extent possible.

ARTICLE VI

PAYMENT SCHEDULES

The Board agrees to pay all employees covered in this Contract in 24 equal semi-monthly payments.

ARTICLE VII

MISCELLANEOUS PROVISION

In order that the Association's position, as the duly recognized collective negotiation agent for the employees in the appropriate bargaining unit will be clear, it is agreed that representatives designated or selected by public employees for the purposes of collective negotiation by the majority of the employees in a unit appropriate for such purposes or by a majority of the employees voting in an election conducted by the Board as authorized by this Act, shall be the exclusive representatives for collective negotiation concerning the terms and conditions of employment of the employees in such unit. Anything herein shall not be construed to prevent any official from meeting with an employee organization for the purpose of hearing the facts and requests of its members in such unit so long as:

- A. The majority representative is informed of the meeting.
- B. Any changes or modifications in terms and conditions of employment are made only through modification with the majority representative; and
- C. A minority organization shall not present or process grievances.

The parties hereto agree that the definition of "Board" as used in this section shall mean the Public Employment Relations Commission, except that if two competing organizations agree, the Board of Education may conduct the election.

ARTICLE VIII

PROMOTIONS

The Board, after having consulted with the Association as representative of the employees and learning of the employees' desires in this area, has determined as follows:

- A. The Board of Education shall direct its administrators to post on the bulletin boards all positions of a promotional nature and openings in special subject areas, and shall also set forth the requirements for same. It is further agreed that the administrators are to be directed to post a notice when said job has been

filled, which notice need not give names or other details other than the position has been filled. All members of this bargaining unit applying for such posted promotional positions shall be afforded an interview prior to the selection of the successful applicant.

- B. Any RASA member being appointed by the Board of Education to hold a position in an acting capacity, shall be paid in accordance with Article XXIV during the period in which such acting position is held.

Article IX

ADMINISTRATOR EVALUATION

The Board, after having consulted with the Association as representative of the the employees and learning of the employees' desires in this area has determined as follows:

- A. The Board shall continue its present procedure and does hereby adopt a polict that directs its administrators be provided with copies of every evaluation made of them and that each administrator shall be permitted to submit written answers to any evaluation which he deserves to answer. Administrators shall acknowledge receipt of evaluations in writing when presented.

ARTICLE X

TEACHER AND ADMINISTRATIVE FACILITIES

The Board of Education agrees that it shall work toward implementing adequate teacher/administrative lounges in all schools in this district. The Board further agrees that it shall work toward a goal of providing adequate office space for each subject area.

ARTICLE XI

SICK LEAVE

- A. All administrators and supervisors who work Schedule B shall receive 14 sick days, which are cumulative: all administrators and supervisors who work Schedule A shall receive 15 sick days, which are cumulative. All administrators who work Schedule C shall receive 13 sick days, which are cumulative.
- B. A sick leave bank shall be established for the benefit of all members of the bargaining unit. A joint committee consisting of 2 members shall be appointed by the Board and 2 members appointed by the Association. Said Committee shall establish, within sixty (60) days of ratification of this Agreement, written rules, regulations, and procedures for the administration of the sick bank which shall be subject to ratification by the parties. These shall include:
 - 1. Participation in the sick bank shall be voluntary.

2. Sick bank may be used for extended or catastrophic illness only, and only after the individual's accumulated sick leave has been exhausted.
 3. A member's initial contribution shall be three (3) days.
 4. When the total days in the Bank falls below a level established by the Committee, an open enrollment will be held. To join or to remain in the sick bank, a contribution of three (3) days sick leave shall be required.
 5. Employees new to the district shall have thirty (30) days from the first working day in which to enroll in the sick bank.
- C. Doctor certifications may be required after three successive days. No deduction if compensable and compensation benefit check endorsed over to the Board of Education. No deduction if quarantined.

ARTICLE XII

PROTECTION OF TEACHERS, ADMINISTRATORS, STUDENTS AND PROPERTY

Title 18A:6-1 is quoted below:

"No person employed or engaged in a school or educational institution,, whether public or private, shall inflict or cause to be inflicted corporal punishment upon a student attending such school or institution; but any such person may, within the scope of his employment, use and apply such amounts of force as is reasonable and necessary:

- A. To quell a disturbance, threatening physical injury to others;
- B. To obtain possession of weapons or other dangerous objects upon the person or within the control of a pupil;
- C. For the purpose of self-defense; and
- D. For the protection of persons or property; and such acts, or any of them, shall not be construed to constitute punishment within the meaning and intentment of this section. Every resolution, by-law, rule, ordinance, or other act or authority permitting or authorizing corporal punishment to be inflicted upon a pupil attending a school or educational institution shall be void."

ARTICLE XIII

INSURANCE PROTECTION AND MEDICAL BENEFITS

- A. The Board shall pay the full premium for each Administrator/Supervisor and, in cases where appropriate, for family plan coverage. Coverage is to include Blue Cross, Blue Shield, Rider J, and a Major Medical Program under "New Jersey Public and School Employees Health Benefits

Plan." For each Administrator and Supervisor who remains in the employee of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period for employees covered under this contract. When necessary, payment of premiums in behalf of the employee shall be made retroactively or prospectively to assure uninterrupted participation and coverage subject to approval of the insurance company.

- B. Each member of the administrative Bargaining Unit shall be reimbursed up to \$175.00 for costs actually incurred in taking biannual physical examination by an M.D. or D.O. upon submission of proof of payment and production of a copy of the physician's report as to the patient's condition. In addition, each member of the administrative Bargaining Unit who has reached the age of 45 shall be reimbursed for annual physical examination on the terms above stated.
- C. Each participating member in the Washington National Income Protection Plan shall be reimbursed at the rate of \$100.00 per unit member for the 1988-89 contract year; \$125.00 per unit member for the 1989-90 contract year; and \$150.00 per unit member for the 1990-91 contract year.
- D. Effective January 1, 1985, the Board shall pay the full premium for a dental insurance plan to provide employee coverage and eligible dependent coverage as per teacher contract.
- E. The Board shall provide a \$3.00 co-pay prescription plan, for each employee within the bargaining unit.
- F. The Board shall provide to each Administrator and Supervisor a description of the health care insurance coverage provided under this ARTICLE, no later than the beginning of each school year, which shall include a clear description of conditions and limits of coverage as listed above.

ARTICLE XIV

DEDUCTIONS FROM SALARIES

- A. Each part recognizes the existence of N.J.S.A. 52:14-15.9e covering deductions from salary, which statute is incorporated herein by reference as if fully stated.
- B. Representation Fee:
 - 1. The Association shall, on or before October 1, deliver to the Board a written statement containing the following:
 - a. A statement that the Association has determined the amount of representative fee in accordance with the formulated requirements of N.J.S.A. 34:13-5.4.
 - b. A statement that the Association has established a "demand and return system" in accordance with the requirements of N.J.S.A.
 - c. A statement establishing the amount of yearly representation fees to be deducted from the salaries of each non-member. Such representation fee shall not exceed eighty-five per cent (85%) of the regular membership dues, fees, and assessments.

- d. A list of all employees represented by this unit who have failed to arrange for and become members of the Association and a request that the representation fee of such non-members be deducted in accordance with the Agreement.
2. Beginning with the first full pay period in November, the Board will commence deductions from salaries of such employees in accordance with paragraph 3 below, the full amount of the representation fee and will promptly transmit the amount so deducted to the Association.
3. Pay Deduction Schedule:
The Board will deduct the representation fee equally, as nearly as possible, from the paychecks paid to each employee on the aforesaid list, during the remainder of the membership year in question. The deductions will begin with the first paychecks:
 - a. In November, or
 - b. Thirty (30) days after the employee begins his/her employment in a bargaining unit position, unless the employee previously served in a bargaining unit position or was on layoff, in which event, the deductions will begin with the first paycheck paid ten (10) days after the resumption of the employee's employment in a bargaining unit position, whichever is later. The mechanics for deduction of representation fees and the transmission of such fees due to the Association, as nearly as possible, shall be the same as those used for the deductions of regular membership to the Association.
4. On or about the last day of each month, beginning with the month this agreement becomes effective, the Board will submit to the Association a list of all employees who began during the preceding thirty (30) day period. The list will include names, job titles, and dates of employment for all employees.
5. The Association hereby agrees to indemnify, defend, and save harmless the Board from any claim, suit, or action of any nature whatsoever which may be brought at law or in equity, or before any administrative agency with regard to or arising from the deduction from the salaries of any employees of any sum of money as a representation fee under the provisions of the Agreement.

ARTICLE XV

ARTICLE XVI

DURATION

The duration of the contract shall be from July 1, 1988 to June 30, 1991. It is specifically agreed that this clause setting forth the period under which this agreement shall be in force shall not prevent the parties from negotiating during said period for successor agreements and said negotiations should be encouraged by each side.

The Board of Education shall reopen this Contract for negotiations of salary and fringe benefits in the event any other employees negotiate benefits not included in this Contract. The specific benefits applicable to this section are:

- A. Longevity
- B. Masters degree + 30 credits
- C. Sick Leave
- D. Personal Days
- E. Death Policy
- F. Insurance

ARTICLE XVII

SUCCESSOR AGREEMENT

The Board of Education and the Association agree to commence collective negotiations regarding a successor agreement in accordance with the schedule prepared by PERC no later than December 1, 1990 by which time all proposals must be submitted. Both parties agree to meet at reasonable times and to negotiate in good faith.

- A. Representatives of both the Board and the Association agree that their members shall be given full authority to negotiate, but any agreement reached shall be subject to ratification by the respective bodies.

ARTICLE XVIII

ABSENCE POLICY

The following absence policy as presently revised is made a part of this Contract as follows:

- A. Temporary absence, with pay, may be authorized by the Superintendent for the following:
 - 1. Coverage will be attempted for administrator absences to 1 1/2 - 2 hours to permit him to attend a special occasion that involves his child or spouse.

2. Coverage will be attempted for the day that administrator receives a degree, if the award is made during a school day.

3. Temporary absence, with pay, may be authorized by the Superintendent of Schools within the framework of Board policy or guidelines such as:

workshops, conferences, conventions, accrued vacations.

B. If environmental conditions exist that prevent or delay the arrival of an administrator to work on those days when school is closed for students and teachers as the result of an emergency closing, the administrator shall notify the Superintendent. The Superintendent may excuse the administrator for all or part of the day involved.

C. Death Policy

Full pay deductions except for death in family as follows:

7 days: Spouse, Child.

5 days: Father, Mother, Brother, Sister, Mother-in-law, Father-in-law, Grandchildren, Grandparents with a domicile in the home of the employee.

3 days: any other relative with a domicile in the home of the employee, and a grandparent with a domicile other than in the home of the employee.

1 day: Any other relative not residing in the home of the employee.

Note: Bereavement days shall commence within two (2) working days of the death and said days shall be taken consecutively.

D. Leave of Absence

A Leave of absence may be granted by the Board of Education for tenure personnel only, for reasons of health or professional improvement, without pay only.

E. Jury Duty

If a deferment for Jury Duty has been requested by the employee and said request was denied by the court, the employee shall suffer no loss of pay for serving on the jury, provided he/she submits a copy of the request for the postponement and a copy of the denial for the postponement.

- F. 1. Effective July 1, 1988, each employee shall be authorized to take two (2) days absence for personal business without giving any reason, so long as proper notice is given to the Superintendent of Schools, or his/her designee in advance and subject to the needs of the system. In addition, each employee who accumulates fifty (50) sick days or more as of June 30, shall be authorized to take a third day's absence for personal business under the same conditions given above.
2. All Schedule "C" personnel shall receive two (2) additional personal days per year. It is the intention of the parties that such additional days be taken consistent with the needs of the system and with approval of the Superintendent of Schools.
- G. Unused personal days shall accumulate up to a maximum of four (4) days. Any additional unused personal days shall accumulate as sick days. Any personal days not creditable to sick days shall be credited to vacation days to be used during the following calendar year. Not more than two personal days shall be granted in any calendar month nor shall any personal day be granted the day preceding a holiday or the day after a holiday without prior approval.
- H. 1. Absence before 11:00 a.m. will be charged as a full day to the appropriate category above.
2. Absence after 11:00 a.m. will be charged as a half-day to the appropriate category above.
- I. Vacations
1. All Schedule "A" personnel, administrators and supervisors shall accumulate vacation days at the rate of two (2) per month at the end of each month until the maximum of 22 days per year is reached. In addition, such employees shall be entitled to six (6) additional vacation days (on a pro-rata basis should employment terminate during the contract year). It is the intention of the parties that such additional days be taken to the extent possible and consistent with the needs of the system during periods when school is not in session, but subject however to the fact that all vacation days shall be scheduled for use as approved by the Superintendent of Schools.
2. All Schedule "B" personnel, in addition to vacation during July and August of the contract year, shall be entitled to five (5) additional vacation days (on a pro-rata basis should employment terminate during the contract year). It is the intention of the parties that such additional days be taken to the extent possible and consistent with the needs of the system during periods when school is not in session, but subject, however to the fact that all vacation days shall be scheduled for use as approved by the Superintendent of Schools.

3. In addition, they may utilize an appropriate number of their vacation days during the school year subject to the approval of the Superintendent of Schools.
4. The Superintendent may, when requested, approve compensatory days for administrators.
5. Up to five (5) vacation days may be carried over to the following year with the Superintendent's prior approval.

ARTICLE XIX

PROFESSIONAL DEVELOPMENT PROGRAM

The Rahway Board of Education will support through its annual budget, in the amounts of \$8,000.00 for the 1988-89 contract year and \$8,000.00 for the 1989-90 contract year, and \$9,000.00 for the 1990-91 contract year, an administrative development program to be determined by and administered by the Superintendent of Schools.

Such a program shall include full tuition reimbursement for up to six (6) credits in a year at the going State College rate, upon prior approval of the Superintendent of Schools. Further, such a program may include provisions for payment of dues to professional associations, attendance to conventions, conferences, seminars, and other such activities which, in the judgement of the Superintendent, shall contribute to the professional development of the administrative staff.

ARTICLE XX

HOLIDAYS

Thirteen (13) legal holidays will be afforded for one (1) month vacation staff and twelve (12) legal holidays will be afforded for two (2) months vacation staff as determined by the Superintendent.

The day after Thanksgiving is designated as a holiday for all administrators and supervisors as long as Thanksgiving Day remains on a Thursday.

ARTICLE XXI

MILEAGE

- A. RASA members who are required to travel within the district as per their job description shall be reimbursed at the IRS rate per mile in existence as of July 1, which rate shall apply for the entire 12 months following. These members shall include and be limited to Director of Student Personnel Services, Director of Curriculum and Instruction, Area Supervisors and Psychologists.
- B. Travel other than local by members of the unit not listed in "A" above shall be reimbursed at the IRS rate per mile in existence as of July 1, which rate shall apply for the entire 12 months following.

ARTICLE XXII

SCHEDULE B PERSONNEL CONTRACT EXTENSION

The Superintendent may determine that any administrator or supervisor presently employed on Schedule B or C may be extended annually to a 10 1/2 or 11 month status. Such a contract extension shall be compensated on a pro rata basis at the rate of 2% of salary for each week worked based on the new salary effective July 1 of the year in which the work is done. Such contract extension shall be mutually agreed upon.

ARTICLE XXIII

DURATION OF AGREEMENT

This Contract shall be in effect from July 1, 1988 to June 30, 1991.

ARTICLE XXIV

ADMINISTRATIVE SALARY GUIDES

- A. The base salaries of each administrator, supervisor, and psychologist are listed on the attached guides.
- B. The Board shall pay at the time of retirement, as approved by the New Jersey Division of Pensions, additional compensation to each association member with a minimum of twenty (20) years of service in the employ of the Board of Education computed as follows:
 1. Effective July 1, 1988, \$30.00 for each unused day of accumulated sick leave.
 2. Effective July 1, 1989, \$40.00 for each unused day of accumulated sick leave.
 3. Effective July 1, 1990, \$45.00 for each unused day of accumulated sick leave.
- C. Area supervisors will work the same schedule as current (Schedule "C").
- D. Salary for the 1988-89 year will be increased by 8.07% excluding increment and longevity. Such increase will be distributed on a mutually acceptable guide. Salary for the 1989-90 and 1990-91 years will each be increased by 9% including increment and longevity.
- E. On promotion within the same schedule (A to A, B to B, C to C), the promotee shall receive a salary as determined by the guide for the position to which the promotee is assigned, at that step which gives the promotee a minimum of \$1,500.00 over the step the promotee would have been at had he/she stayed at his/her previous position.
On promotion from one schedule to another (B to A, C to B, etc.), the promotee shall receive a salary determined by the guide for the position to which the promotee is assigned at one step beyond which step would give promotee a minimum of \$1,500.00 over the step the promotee would have been at had he/she stayed at his/her previous position.

RAHWAY ADMINISTRATIVE AND SUPERVISORS ASSOCIATION

MA SALARY GUIDE FOR 1988-89

SCHEDULE Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8 Step 9 Step 10 Step 16

High School Prin.	A	53855	55285	56715	58145	59575	61005	62435	63865	65295	66725	67465
Inter. School Prin.	A	51050	52480	53910	55340	56770	58200	59630	61060	62490	63920	64660
Dir. of Student Pers. Serv.	A	49560	50990	52420	53850	55280	56710	58140	59570	61000	62430	63170
Elem. Prin.	B	45520	46950	48380	49810	51240	52670	54100	55530	56960	58390	59130
High School Vice Prin.	A	46300	47730	49160	50590	52020	53450	54880	56310	57740	59170	59910
Psychologist	C	35204	36538	37872	39206	40540	41874	43208	44542	45876	47210	47950
Dir. of Curr. & Inst.	A	52170	53600	55030	56460	57890	59320	60750	62180	63610	65040	65780
Inter. & Elem. Vice Prin.	B	40630	42060	43490	44920	46350	47780	49210	50640	52070	53500	54240
Athletic Dir.	A	42555	43985	45415	46845	48275	49705	51135	52565	53995	55425	56165
Area Supv.	C	34044	35378	36712	38046	39380	40714	42048	43382	44716	46050	46790

Work Schedule:

- A 12 months - 1 month vacation, 14 legal holidays
- B 12 months - 2 months vacation, 13 legal holidays
- C School Calendar

Longevity - Placement on Step 16 after 15 years in Rahway, if at maximum. If not at max, add \$740.00 to the appropriate step after 15 years in Rahway.

RAHWAY ADMINISTRATORS AND SUPERVISORS ASSOCIATION

MA +30 SALARY GUIDE FOR 19 88-89

<u>POSITION</u>	<u>SCHEDULE</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 16</u>
High School Prin.	A	56112	57542	58972	60402	61832	63262	64692	66122	67552	68982	69772
Inter. School Prin.	A	53300	54730	56160	57590	59020	60450	61880	63310	64740	66170	66910
Dir. of Student Pers. Serv.	A	51687	53117	54547	55977	57407	58837	60267	61697	63127	64557	65297
Elem. Prin.	B	47780	49210	50640	52070	53500	54930	56360	57790	59220	60650	61390
High School Vice Prin.	A	48525	49955	51385	52815	54245	55675	57105	58535	59965	61395	62135
Psychologist	C	37329	38663	39997	41331	42665	43999	45333	46667	48001	49335	50075
Dir. of Curr. & Inst.	A	54682	56112	57542	58972	60402	61832	63262	64692	66122	67552	68292
Inter. & Elem. Vice Prin.	B	42890	44320	45750	47180	48610	50040	51470	52900	54330	55760	56500
Athletic Dir.	A	45045	46475	47905	49335	50765	52195	53625	55055	56485	57915	58655
Area Supv.	C	36304	37638	38972	40306	41640	42974	44308	45642	46976	48310	49050

Work Schedule:

- A 12 months - 1 month vacation, 14 legal holidays
- B 12 months - 2 months vacation, 13 legal holidays
- C School Calendar

Longevity - Placement on Step 16 after 15 years in Rahway, if at maximum. If not at max, add \$740.00 to the appropriate step after 15 years in Rahway.

RAHWAY ADMINISTRATIVE AND SUPERVISORS ASSOCIATION

MA SALARY GUIDE FOR 1989-90

<u>POSITION</u>	<u>SCHEDULE</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 16</u>
High School Prin.	A	59085	60515	61945	63375	64805	66235	67665	69095	70525	71955	72695
Inter. School Prin.	A	56060	57490	58920	60350	61780	63210	64640	66070	67500	68930	69670
Dir. of Student Pers. Serv.	A	54455	55885	57315	58745	60175	61605	63035	64465	65895	67325	68065
Elem. Prin.	B	50095	51525	52955	54385	55815	57245	58675	60105	61535	62965	63705
High School Vice Prin.	A	50940	52370	53800	55230	56660	58090	59520	60950	62380	63810	64550
Psychologist	C	38904	40238	41572	42906	44240	45574	46908	48242	49576	50910	51650
Dir. of Curr. & Inst.	A	57270	58700	60130	61560	62990	64420	65850	67280	68710	70140	70880
Inter. & Elem. Vice Prin.	B	44825	46255	47685	49115	50545	51975	53405	54835	56265	57695	58435
Athletic Dir.	A	46900	48330	49760	51190	52620	54050	55480	56910	58340	59770	60510
Area Supv.	C	37654	38988	40322	41656	42990	44324	45658	46992	48326	49660	50400

Work Schedule:

- A 12 months - 1 month vacation, 14 legal holidays
- B 12 months - 2 months vacation, 13 legal holidays
- C School Calendar

Longevity - Placement on Step 16 after 15 years in Rahway, if at maximum. If not at max, add \$740.00 to the appropriate step after 15 years in Rahway.

RAHWAY ADMINISTRATIVE AND SUPERVISORS ASSOCIATION

Adopted 6/28/88

MA +30 SALARY GUIDE FOR 1989-90

<u>POSITION</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 16</u>	
High School Prin.	A	61520	62950	64380	65810	67240	68670	70100	71530	72960	74390	75130
Inter. School Prin.	A	58490	59920	61350	62780	64210	65640	67070	68500	69930	71360	72100
Dir. of Student Pers. Serv.	A	56750	58180	59610	61040	62470	63900	65330	66760	68190	69620	70360
Elem. Prin.	B	52535	53965	55395	56825	58255	59685	61115	62545	63975	65405	66145
High School Vice Prin.	A	53340	54770	56200	57630	59060	60490	61920	63350	64780	66210	66950
Psychologist	C	41194	42528	43862	45196	46530	47864	49198	50532	51866	53200	53940
Dir. of Curr. & Inst.	A	59980	61410	62840	64270	65700	67130	68560	69990	71420	72850	73590
Inter. & Elem. Vice Prin.	B	47260	48690	50120	51550	52980	54410	55840	57270	58700	60130	60870
Athletic Dir.	A	49575	51005	52435	53865	55295	56725	58155	59585	61015	62445	63185
Area Supv.	C	40094	41428	42762	44096	45430	46764	48098	49432	50766	52100	52840

Work Schedule:

- A 12 months - 1 month vacation, 14 legal holidays
- B 12 months - 2 months vacation, 13 legal holidays
- C School Calendar

Longevity - Placement on Step 16 after 15 years in Rahway, if at maximum. If not at max, add \$740.00 to the appropriate step after 15 years in Rahway.

RAHWAY ADMINISTRATORS AND SUPERVISORS ASSOCIATION

MA SALARY GUIDE FOR 1990-91

<u>POSITION</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 16</u>
High School Prin.	A 65060	66490	67920	69350	70780	72210	73640	75070	76500	77930	78670
Inter. School Prin.	A 61780	63210	64640	66070	67500	68930	70360	71790	73220	74650	75390
Dir. of Student Pers. Serv.	A 60040	61470	62900	64330	65760	67190	68620	70050	71480	72910	73650
Elem. Prin.	B 55330	56760	58190	59620	61050	62480	63910	65340	66770	68200	68940
High School Vice Prin.	A 56240	57670	59100	60530	61960	63390	64820	66250	67680	69110	69850
Psychologist	C 43129	44463	45797	47131	48465	49799	51133	52467	53801	55135	55875
Dir. of Curr. & Inst.	A 63090	64520	65950	67380	68810	70240	71670	73100	74530	75960	76700
Inter. & Elem. Vice Prin.	B 49615	51045	52475	53905	55335	56765	58195	59625	61055	62485	63225
Athletic Dir.	A 51865	53295	54725	56155	57585	59015	60445	61875	63305	64735	65475
Area Supv.	C 41779	43113	44447	45781	47115	48449	49783	51117	52451	53785	54525

Work Schedule:

- A 12 months - 1 month vacation, 14 legal holidays
- B 12 months - 2 months vacation, 13 legal holidays
- C School Calendar

Longevity - Placement on Step 16 after 15 years in Rahway, if at maximum. If not at max, add \$740.00 to the appropriate step after 15 years in Rahway.

RAILWAY ADMINISTRATORS AND SUPERVISORS ASSOCIATION

MA +30 SALARY GUIDE FOR 1990-91

POSITION SCHEDULE Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8 Step 9 Step 10 Step 16

High School Prin.	A	67700	69130	70560	71990	73420	74850	76280	77710	79140	80570	81310
Inter. School Prin.	A	64415	65845	67275	68705	70135	71565	72995	74425	75855	77285	78025
Dir. of Student Pers. Serv.	A	62535	63965	65395	66825	68255	69685	71115	72545	73975	75405	76145
Elem. Prin.	B	57970	59400	60830	62260	63690	65120	66550	67980	69410	70840	71580
High School Vice Prin.	A	58840	60270	61700	63130	64560	65990	67420	68850	70280	71710	72450
Psychologist	C	45614	46948	48282	49616	50950	52284	53618	54952	56286	57620	58360
Dir. of Curr. & Inst.	A	66030	67460	68890	70320	71750	73180	74610	76040	77470	78900	79640
Inter. & Elem. Vice Prin.	B	52255	53685	55115	56545	57975	59405	60835	62265	63695	65125	65865
Athletic Dir.	A	56195	57625	59055	60485	61915	63345	64775	66205	67635	68375	
Area Supv.	C	44424	45758	47092	48426	49760	51094	52428	53762	55096	56430	57170

Work Schedule:

- A 12 months - 1 month vacation, 14 legal holidays
- B 12 months - 2 months vacation, 13 legal holidays
- C School Calendar

Longevity - Placement on Step 16 after 15 years in Railway, if at maximum. If not at max, add \$740.00 to the appropriate step after 15 years in Railway.

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 placed thereon this 1st day of September 1988.

RAHWAY ADMINISTRATORS AND
SUPERVISORS ASSOCIATION

BY: [Signature]
PRESIDENT

ATTEST:

[Signature]
SECRETARY

THE BOARD OF EDUCATION
OF THE CITY OF RAHWAY
IN THE COUNTY OF UNION

BY: [Signature]
PRESIDENT

ATTEST:

[Signature]
SECRETARY